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# CAUT ACPPU BULLETIN

Canada's Voice for Academics  
La voix des universitaires du Canada

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## Une directive de l'Ud'O annulée par décision arbitrale

Les documents et les dossiers du personnel universitaire ne se trouvent pas, en règle générale, sous la garde de l'université : telle est la décision arbitrale rendue en octobre dernier dans un litige opposant l'Université d'Ottawa et le syndicat des professeurs.

Ce qui était mis en question, c'était la réponse de l'université à une demande soumise aux termes de la loi ontarienne sur l'accès à l'information.

En novembre 2006, l'université a avisé les membres de son personnel académique qu'ils devaient fournir des copies imprimées ou électroniques de tous les documents en leur possession, y compris les courriels faisant référence à un professeur ou à un étudiant diplômé en particulier, afin que l'université puisse donner suite à une demande d'accès à l'information qu'elle avait reçue.

L'université précisait, dans sa directive, que la demande s'appliquait à « toutes les copies papier et électroniques des documents, dont les courriels, les procès-verbaux des réunions, etc. ». Elle signalait également aux membres du personnel académique qu'elle était en mesure de rechercher dans leurs comptes courriels les documents demandés, et elle leur offrait même la possibilité de tirer avantage de ce service.

La loi confère le droit d'accès aux seuls documents dont l'université a la garde ou le contrôle.

L'Association des professeurs de l'Université d'Ottawa (APUO) a déposé un grief en soutenant que la demande de l'université contrevient à la convention collective et était contraire aux pratiques établies.

L'APUO a fait valoir plus particulièrement que l'université n'avait ni le contrôle ni la garde des documents détenus par le personnel académique et qu'elle n'avait pas le droit de demander que ces documents lui soient remis ni le droit d'y avoir accès. Elle a en plus fait observer que les courriels transmis ou reçus par la voie de la messagerie électronique de l'université « ne sont pas des documents dont l'université a la garde ou le contrôle ».

Voir DIRECTIVE à la page A6 →



Faculty union president Atef Fahim said he's pleased records & files are protected.

## U of O: Arbitrator Rules on Access to Faculty Records

ACADEMIC staff records and documents are not normally in the custody or control of the university, according to an arbitration decision at the University of Ottawa in October.

At issue was the university's response to a request filed under Ontario's freedom of information act.

In November 2006, U of O advised academic staff that they had to provide printed or electronic copies of all documents in their possession, including email, that made reference to a certain professor, or a certain graduate student, in compliance with a freedom of information request the university had received for the information.

The university specified that the request applied to "all soft and hard copies of documents including emails, minutes of meetings, etc." The directive to academic staff further added that "the university has the capacity to search your email account for the documents requested" and offered to do so "if you would like to avail yourself of this service."

Under freedom of information legislation, only documents under a university's custody or control are eligible to be requested.

The faculty union filed a grievance, claiming the university's demand violated their collective agreement and past practice.

Specifically, the Association of Professors of the University of Ottawa maintained that records of its members were not in the control or under the custody of U of O and that the university did not have the right to demand or access documents held by their members. It added that emails sent and received using the university's email system "are not documents for which the university has custody or control."

APUO said the principal exception was for documents members may have that related to their administrative functions, for example, as chairs of departments, but even then, only to those specifically about administrative issues and not any personal notes, emails or notations.

Arbitrator Philip Chodos upheld the APUO objection, finding the university's directive was "contrary to the collective agreement and should be withdrawn." He agreed that administrative documents were an exception, such as correspondence with the administration by chairs about administrative functions, "including minutes of meetings and documentation of conclusions reached, subject always to the protection of 'personal information' as the term is used in the [Ontario] Act."

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Discount Rates Page A8

national day of remembrance and action on violence against women



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# LETTERS COURRIER

## Discrimination or gender differences?

The September 2008 issue of the *Bulletin* depicts as "Reminiscent of McCarthyism" the U.S. National Association of Scholars' plans to identify university programs peddling ideology masquerading as knowledge. But it is ironic that the same issue of the *Bulletin* also contains an article justifying NAS concerns. The accumulating evidence notwithstanding, the president's column — "Women Still Lagging & Losing in Sciences" — insists on portraying the so-called "under-representation" of women in physical sciences and engineering faculty as a consequence of discrimination.

That this persistent pattern cannot be rationally discussed was spectacularly demonstrated by Lawrence Summers' resignation as president of Harvard University, following the brouhaha caused by his merely raising the idea that factors other than discrimination might be considered.

Yet evidence that factors other than discrimination may play a role has been available for decades. To cite just one example, the work of Canadian psychologist and internationally respected Doreen Kimura strongly supports the idea that there are subtle biology-related differences in the cognitive abilities of males and females, with these becoming significant at the high end of ability scales. Furthermore such evidence also suggests that even those women possessing the requisite skills for success in the hard sciences tend to prefer "people-oriented" over "object-oriented" disciplines.

I have observed these patterns in my four decades of involvement with the University of Toronto's elite engineering science program. Originally an exclusive male preserve, from the 1990s we actively recruited women, and I taught mathematics to many of these very talented individuals. But at the end of the second year, when the students select a specialty program or major, it was obvious women tended to prefer those specialties emphasizing disciplines which could be considered more people-oriented.

Feminist cant appearing in the *Bulletin* was a factor in my decision to be a sometime member of NAS and to support its Canadian equivalent, the Society for Academic Freedom and Scholarship.

Philip A. Sullivan  
Professor Emeritus  
Institute for Aerospace Studies  
University of Toronto

## Numbers refute female inequities

There is an incongruous logic to Penni Stewart's claim that "female students and academic staff still continue to suffer inequities..." and that these inequities are most apparent in "science, engineering and related disciplines" (President's Column, *Bulletin*, September 2008).

The key to her claim is that while females were the "majority of all university students (57 per cent)" and the "majority of PhD students in the social and behavioural sciences and in law (59.7 per cent), they represented less than a third of students in mathematics, computer and information sciences."

Stewart goes on to protest that "women accounted for less than 20 per cent of enrolments" in architecture and engineering and "only 40.6 per cent in physical and life sciences, which includes the more feminized discipline of biology."

But Stewart overlooks all those disciplines in which men are vastly under-represented, starting with the startling fact (as reported in CAUT's *Almanac of Post-Secondary Education, 2008-2009*) that women comprise 58.1 per cent of the total undergraduate enrolment, whereas men comprise only 41.9 per cent [table 3.10 pp. 22-23].

This statistic becomes all the more revealing if we break it down into "more feminized" and less feminized courses. In education there is a male/female ratio of 22.3/77.7; in the humanities a male/female ratio of 37.7/62.3; and in the social and behavioural sciences, and law a male/female ratio of 34.4/65.7.

If you think these ratios hold only in the more "feminized" fields, the ratio for business, management and public administration is 47.8 per cent men and 52.2 per cent women. How about the ratio for agriculture, natural resources and conservation — 42.6 per cent males to 57.4 per cent females? In the less mother-earthly category of physical and life sciences and technologies, females represent 57.4 per cent. Of the 12 disciplinary categories listed, males are the majority in only two, namely, architecture, engineering and related technologies and mathematics, computer and information sciences. Moreover, total graduate female students still comprise a majority with a ratio of 50.5 per cent [table 3.11, pp. 23-24].

Stewart further contends that the higher male ratios among faculty are part expression of a climate of "systemic hostility" to females. But the way to examine these ratios is to see them in terms of trends rather than as static pictures. This can easily be done by comparing the male/female ratios in the full professor, associate professor and assistant professor categories [table 2.11, pp. 12-14]. The trends are clear — across all the singular disciplines the proportion of female faculty grows as we move from "full" to "assistant" professor.

I say "singular" disciplines because here the categories are broken into specific disciplines, i.e., humanities is broken into history, classics, journalism, etc. If we look at the statistics for the categories as a whole, one finds that female assistant professors are already the majority in education, fine and applied arts and health professions. They are almost even in the humanities.

Besides, piling up the ratios for faculty at large is a retrograde way of looking at trends. The ratios for full professor reflect mostly a generation that grew up in the 1930s, 40s, and 50s. They reflect the state of gender relations in those decades. What is most revealing about gender relations today is undergraduate enrolment. Here the statistical trend is clear — except for math and engineering, it is men, and not women, who are suffering systemic hostility.

Ricardo Duchesne  
Sociology  
University of New Brunswick at Saint John

## Penni Stewart replies

I completely agree with Ricardo Duchesne that the growing representation of women in undergraduate studies, now 58.1 per cent of total enrolment, is to be celebrated. And I also agree that we should be concerned about the scholarly achievement of young men. From secondary school onwards evidence is mounting that in many disciplines young women outperform men.

Where Duchesne and I differ is in our interpretation of the trends. While women are well represented in many undergraduate fields, the picture changes when you examine their participation in graduate studies and even more for their representation among academic staff. Here we find that as seniority increases the number of women falls substantially. In 2005, women received 61.4 per cent of undergraduate degrees, 51.7 per cent of master's degrees and 44 per cent of doctorates. The contrast is even greater for the "harder" disciplines of science and engineering.

Post-secondary enrolment reflects mainly what is going on in our high schools, which in recent decades, I believe, have become environments more accommodating to girls. But although many young women start out in science and engineering, a disproportionate number drop out and switch fields, suggesting that the climate remains problematic. Fair numbers of women obtain advanced degrees in some areas of science, but they are less likely than men to become professors, in part because of the difficulties of combining family life and a successful academic career.

My concern was to identify the gender gaps and to suggest some reasons for the lag in representation. Duchesne puts forward what is often called a "pipeline" theory — provided enough women enroll as undergraduates, eventually they will become full professors. But many scholars disagree with this proposition. In a 2007 report, researchers at the Barnard Center for Research on Women argue against the pipeline theory because, over many years and accounting for age, the number of women obtaining doctorates has far exceeded the current proportions of female faculty.

While age differentials and greater seniority account for part of the gap in women moving through the academic ranks, it does not account for the entire gap. A substantial body of literature suggests that even when age, and experience and research productivity are taken into account, female faculty progress through the ranks more slowly than their male peers.

Penni Stewart  
President, CAUT

Read more letters  
on page A7.  
Suite du courrier  
à la page A7.



# COMMENTARY TRIBUNE LIBRE

## PRESIDENT'S COLUMN

### Academics in Danger Need Our Help



By PENNI STEWART

WHILE CAUT members face many challenges in their daily work, only rarely do these include violence and intimidation. But this is not the case in many areas of the world. In the midst of political and social crisis, academics — like journalists — are among the first to be attacked, often for their defense of free inquiry. The situation is desperate for some of our colleagues. I'd like to draw your attention to two of the many egregious situations in which academics face the threat of physical violence, including imprisonment, torture and death, and describe a program that responds to these threats.

Once home to an enviable higher education system, Iraq's post-secondary institutions are now in shambles and Iraqi academics have increasingly become targets of sectarian violence. The Institute of In-

ternational Education has called this "one of the greatest academic crises of our time." By the end of 2007, the death toll of Iraqi academics had reportedly surpassed 300 and many more continue to be attacked and have their lives threatened. University World News reported that in a single month this year 25 Iraqi academics were killed and scores kidnapped, sometimes along with their families.

The Chronicle of Higher Education described the "near paralysis of Iraqi universities," in a May 2007 report, adding that "Almost all academic research in Iraq has been halted because fieldwork and data collection are nearly impossible." Not surprisingly, many academics have fled the country, leaving a serious void in Iraqi academe. Sadly, there are few safe havens. Hundreds of Iraqi professors of medicine, pharmacy and engineering who sought refuge in neighbouring countries over the past few years are living in increasingly desperate circumstances.

In the wake of elections in Zimbabwe, many educators there have become targets of violence and intimidation. There are widespread reports that teachers in rural areas have been injured or killed and many have now fled their schools, or fled the country. During this past summer the situation became so bad that academics warned President Robert Mugabe that all higher education institutions in the country faced closure as a result of deteriorating working conditions that has led to what University World News describes as a "mass exodus of experienced staff and absenteeism."

But terrible threats to scholars are by no means confined to Iraq and Zimbabwe. Topping the most dangerous list where scholars are at peril are Cambodia, Pakistan, Iran, Ethiopia, Eritrea and Uzbekistan, among others.

What can Canadian scholars do to address this? CAUT is a member

See **ACADEMICS** Page A8 →

## LE MOT DE LA PRÉSIDENTE

### Des universitaires en danger ont besoin de notre aide

Par PENNI STEWART

Si les membres de l'ACPPU doivent surmonter divers obstacles au quotidien, il est rare qu'ils aient à faire face à la violence et à l'intimidation. Ce n'est toutefois pas toujours le cas ailleurs dans le monde. Dans un climat de crise politique et sociale, les universitaires, tout comme les journalistes, sont parmi les premiers attaqués, souvent pour avoir défendu le libre examen. Certains de nos collègues sont dans une situation désespérée. Je désire attirer votre attention sur deux cas parmi les plus flagrants d'universitaires menacés de violence physique, y compris l'emprisonnement, la torture et la mort, et vous faire découvrir un programme créé en réaction à ces menaces.

Naguère prestigieux, les établissements d'enseignement supérieur d'Irak sont maintenant en ruines, au propre comme au figuré, et leurs universitaires sont de plus en plus la cible de violences sectaires, une situation que les responsables de l'Institute of International Education ont qualifiée de crise parmi les plus graves de notre époque. À la fin de 2007, plus de 300 universitaires irakiens y avaient laissé la vie, et beaucoup d'autres continuent d'être attaqués et menacés. Selon *University World News*, en un mois seulement cette année, 25 professeurs irakiens

ont été tués et beaucoup d'autres ont été enlevés, parfois avec leur famille.

Dans un rapport publié en mai 2007, le magazine *Chronicle of Higher Education* décrit la quasi-paralysie des universités d'Irak, précisant que presque toute la recherche universitaire menée dans ce pays a été interrompue par l'incapacité pratiquement totale de procéder à des travaux sur le terrain et de recueillir des données. Il n'est donc pas étonnant que de nombreux universitaires aient fui le pays, plongeant l'Irak dans un vaste néant à l'égard de la recherche de savoir. Malheureusement, les asiles sûrs sont rares, et des centaines d'Irakiens qui enseignaient la médecine, la pharmacie et le génie et qui, depuis quelques années, se sont réfugiés dans des États voisins vivent dans des situations de plus en plus précaires.

Dans la foulée des élections au Zimbabwe, bien des éducateurs sont devenus victimes de violence et d'intimidation. De nombreux rapports indiquent que des enseignants en milieu rural ont été blessés ou tués et que beaucoup ont fui leur école, sinon leur pays. L'été dernier, la situation s'est dégradée à un point tel que des universitaires ont prévenu le président Robert Mugabe que tous les établissements d'enseignement supérieur du pays ris-

quaient de fermer en raison d'une détérioration des conditions de travail qui, selon *University World News*, a entraîné l'absentéisme et l'exode du personnel expérimenté.

L'Irak et le Zimbabwe ne sont cependant pas les seuls États où les universitaires subissent des menaces terribles : le Cambodge, le Pakistan, l'Iran, l'Éthiopie, l'Érythrée et l'Ouzbékistan arrivent en tête de liste des pays les plus dangereux pour eux.

Que peuvent faire les universitaires canadiens face à cette situation? L'ACPPU est membre de l'Internationale de l'Éducation (IE), porte-parole mondiale de la main-d'œuvre en éducation et du personnel académique. L'IE fait la promotion des droits de la personne, du droit à la spécialisation et de la liberté académique en plus de sensibiliser les universitaires à la situation mondiale, de contribuer à la solidarité au sein du personnel en éducation supérieure et, par l'intervention et l'observation, de mettre au jour les atteintes à la liberté académique et aux droits de la personne, et d'appeler à y réagir à l'échelle internationale. Ainsi, l'été dernier, tandis que la crise au Zimbabwe s'aggravait, l'IE a lancé à ses membres du monde entier un appel urgent à l'action afin qu'ils

Voir **UNIVERSITAIRES** à la page A8 →

## Some Academics More Equal than Others

By CINDY OLIVER, CATHERINE CHRISTIE, PETRA GANZENMUELLER, GEOFF MARTIN, GEORGE DAVISON, SANDRA HOENLE, KELLY MACFARLANE & ANNE SKOCZYLAS

WHEN is an academic not an academic? This is not a rhetorical question, since in most Canadian universities, contract academic staff do not have the same status as a tenured or tenure-track staff, regardless of qualifications and experience.

Remuneration and access to support for scholarly activity are usually the source of employment disadvantage for academics working on per course or limited-term contracts when compared with permanent colleagues. This disadvantage is particularly noticeable when the availability of both in-house and external research money is involved. CAUT's contract academic staff committee believes academic staff associations should direct their attention to redressing a situation which deters, and often prevents, contract staff from engaging in the vital research required in order to participate in a full academic career.

In conjunction with pro rata hiring policies, access to internal and external funding programs would allow contract staff to achieve a real degree of parity with their tenured colleagues. Only then could the designation "part-time" be a true measure of employment choice rather than a euphemism designed to disguise the exploitation of members of the academic proletariat.

Access to research funds is an important feature of the continuing and uphill struggle with increasingly market-driven university administrations to create a more equitable professional environment for contract academic staff.

As Sandy Herschcovis wrote in the September 2007 *Bulletin* on the comparative values placed on teaching and research in Canadian universities, in the quest for tenure, "high-quality research" will always trump good teaching. This reality emphasizes what everyone in academe knows — that in order to enjoy a successful career a faculty member has to show strong research productivity. Contract staff must overcome the research accomplishment hurdle in order to find secure, adequately paid academic work, but this is made harder when universities consistently refuse to allow their contract employees access to the funds available to their tenured and tenure-stream colleagues.

A policy statement on fairness for contract academic staff written by CAUT states: "All academic appointments should recognize that the nature of academic work in-

cludes teaching, research and professional activity and participation in service activities. To achieve this end all limited-term contracts should explicitly recognize the research components of the job and define workloads as a percentage of full-time work."

The policy also calls for the provision of all necessary resources to enable contract academic staff to carry out their professional duties and for "fair and equitable access to professional development opportunities."

Canadian universities — with a few honourable exceptions — deny their contract faculty the right of fair access. University officials argue that contract faculty are paid to teach, not to conduct research. They obfuscate the reality that good teaching and good research are not mutually exclusive, but inseparable.

The trend towards per course and teaching-only positions represents a failure on the part of universities to fulfill their mandate to encourage all aspects of academic life. To promote their reputations as research intensive schools, universities often have goals about the provision of infrastructure and services in support of research. Nowhere in these mission statements is it mentioned that some academics are ineligible for such support. While Canada's federal funding agencies do not prohibit anyone working on contract from applying for funds, many contract academics are denied access to these research opportunities by their own institutions.

Officials at the University of Toronto attempted to revoke the right of contract academic staff to apply for Social Sciences and Humanities Research Council funding and other grants in October 2006 and only restored these rights after a public outcry.

To turn this situation around, academic staff associations must take ownership of the issue of research funding for contract academics at the negotiating table by ensuring access to both internal and extramural research funds. Demand that your negotiating team takes the opportunity at your next collective bargaining session to include, among the essential articles to be negotiated, research funds and remunerated research time for contract academic staff. ■

Cindy Oliver, Catherine Christie, Petra Ganzenmüller, Geoff Martin, George Davison, Sandra Hoenle, Kelly MacFarlane and Anne Skoczylas are members of CAUT's executive-appointed contract academic staff committee.

The views expressed are those of the author and not necessarily CAUT.



## NEWS ACTUALITÉS

## Algoma U Becomes a Reality



Closing Ceremony — Algoma University president Celia Ross, student union finance commissioner Matt Shoemaker, academic dean Arthur Perlini & Bud Wildman, chair of the board of governors, bring the era of Algoma University College to a symbolic close Sept. 2.

AFTER a 16-year wait, Algoma University College in Northern Ontario has received its charter as a full-fledged university.

The legislation creates the new Algoma University and makes it independent from Laurentian University in Sudbury for the first time since its establishment as an affiliate college in 1964. During the 1990s, Algoma announced it would seek a degree granting charter, but its application to the provincial government was unsuccessful.

Celia Ross, who has served as

president at the university since 1998, said Algoma has been offering academic programs for more than 40 years and has effectively operated as an independent component of Laurentian University for many years.

"It's a historic moment for Algoma U. We're delighted with our new status ... and excited about becoming Ontario's nineteenth university," Ross said. "Autonomy will give us more scope to ensure that education delivered here will truly benefit all students, including First

Nations and Métis students, in a respectful, collaborative way, focusing on the future needs of the workforce, our communities and our country."

Algoma offers programs in technology, science, business and liberal arts to more than 1,200 students who pass through its doors each day. The school is also home to the only BA in Ojibwe language and a MSc in computer games technology. ■

Version française à la page A8.

## Brandon Faculty Ratify Contract

University, union reach deal after 17-day strike

BRANDON University Faculty Association ended its strike Oct. 15 after union negotiators brokered a deal with university officials.

BUFA's 240 members began strike action and were locked out Sept. 29.

The deal, endorsed by the general union membership this month, guarantees a 9% pay increase for each member over the life of the three-year agreement, plus the normal service increment, on a salary grid whose floors and ceilings are increased in year one, and improves the university's pension plan.

"While we would characterize the overall salary settlement as modest, we did achieve two major pension plan improvements, funded by the university, which will be phased in by

the second year of the agreement," Joe Dolecki, chief negotiator for the union, said in a statement.

Further, the union was able to extract an agreement from the university to submit its controversial Respectful Environment Policy to the Manitoba Human Rights Commission for review, as well as resolve a contentious harassment issue with the inclusion of language that ensures academic freedom for faculty in the application of any policy having disciplinary provisions brought into the workplace by the employer.

"We are particularly pleased we were able to negotiate language that protects members from potential employer harassment in the application of workplace policies," Dolecki noted. "We believe that this issue, which posed a real threat to the academic freedom of BUFA members, has been put to rest." ■

## U of O: Arbitrator Rules on Access to Faculty Records

► From PAGE A1

Chodos also indicated there may be a limited number of other types of documents that may properly be considered in the control or custody of the university and remains seized of the issue to provide guidance on what those may be.

"We're pleased the arbitrator rec-

ognized the serious threats to academic freedom and to the integrity of academic work were he to have rejected our position," said APUO president Atif Fahim. "His remaining seized of the issue will help in resolving any future controversy about the limited range of documents he indicated may be in the custody or control of the university." ■

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## NEWS ACTUALITÉS

# Slowdown Threatens Education Funding

**T**HE newly re-elected Conservative government is weighing a number of possible spending cuts in order to avoid a potential deficit, reports indicate.

During the election campaign, Prime Minister Stephen Harper maintained that Canada was well-prepared to weather the economic storm generated by the global financial crisis. But in the days following the Oct. 14 election that saw the Conservatives returned with a strengthened minority government, Harper acknowledged the economic slowdown is having an impact on government finances and he didn't rule out running a deficit for next year.

"I don't think we're in a position to know all of the information in that regard and I think it would be premature to speculate in that regard," Harper told reporters at a news conference with European leaders in Quebec City Oct. 17.

"I'll say very clearly that the government of Canada will maintain responsible fiscal policies and the government of Canada will ensure that whatever we do is in the long-run interest of the Canadian economy."

While most economists argue that running a deficit during the current economic downturn can help ratchet up demand and aid in the recovery, it nevertheless raises political risks for the Conservatives who campaigned on keeping the books balanced.

The latest federal budget shows a \$2.3 billion surplus for 2008-2009 and a \$1.3 billion surplus for the 2009-2010 fiscal year.

With the economy now slowing, however, most analysts say the government is on track to post a large deficit next year and for several years after.

Merrill Lynch economist David Wolf and Toronto Dominion Bank chief economist Don Drummond



Newly elected Prime Minister Stephen Harper & his Tory minority government face a possible \$10 billion deficit for 2009-2010, compounding the provinces' financial difficulties during an economic downturn. Many forecast this will mean spending cuts to programs such as health care, social services & post-secondary education, among others.

both predict the federal government is headed for a \$10 billion deficit in 2009-2010 and the provinces will also face difficult times ahead.

Finance Minister Jim Flaherty has hinted he'll do whatever it takes to avoid a deficit, even if that means cutting back on spending plans, or delaying measures outlined in the Conservative Party's election platform such as the two cents a litre tax reduction on diesel fuel.

There are indications the Conser-

vatives are also looking at a range of other options, including a public service hiring freeze and downloading expenses to the provinces.

CAUT president Penni Stewart says a cut in services could signal a funding crunch for postsecondary education.

"The federal government has always found it politically easier to cut transfers to the provinces," she said. "Those cuts affect programs like education, health and social ser-

vices that are provided by the provinces, and the provinces end up taking the blame."

Most observers agree that despite returning to Parliament with another minority government, the Conservatives are likely to be able to push through their spending cuts over the objections of the Bloc Québécois and the New Democrats until the Liberals choose a replacement for outgoing leader Stéphane Dion. ■

## Western's Postdocs Win Union Battle

**P**OSTDOCTORAL associates at the University of Western Ontario will soon be bargaining a collective agreement as the latest in a growing number of postdocs that are unionizing at universities across North America.

Western's administration opposed the union move, arguing that postdocs at the London campus were independent contractors who didn't meet the legal definition of employees. The issue went before the Ontario Labour Relations Board that ruled in favour of the more than 200 workers, certifying the Public Service Alliance of Canada as their bargaining agent on Sept. 30.

Peter Ferguson, who led the campaign to unionize, told the London Free Press that working conditions for postdocs are tough. They put in an average of 60 to 80 hours a week, he said, and earn salaries in a range of just \$20,000 to \$40,000 a year.

Most are paying off student loans, he added, and face uncertain futures because of one-year contracts.

The union is the second of its kind in Canada. Postdoctoral fellows at McMaster University joined the Canadian Union of Public Employees earlier this year.

"These employees at Western and McMaster are part of an accelerating trend toward postdoc unionization at major research universities in North America," says Marcus Harvey, the CAUT staff member responsible for outreach and organizing in this sector.

As many as 5,000 postdoctoral researchers across the 10-campus University of California system will soon be represented by the United Auto Workers union. The UAW already represents much of the labour force that makes the system work, including graders and teaching assistants.

UC postdocs say forming a union and collective bargaining is the only way to improve their wages, which start below the minimum recommended by the National Institutes of Health and offer no cost-of-living adjustments — an important issue among workers living in some of the most expensive metropolitan areas in the US. Their goal is also to ensure a system that can independently arbitrate disputes. ■

Version française à la page A6.

## 18-Day Windsor Strike Settled

**T**HE 18-day strike at the University of Windsor ended Oct. 4 as the board of governors and faculty union voted to ratify a new collective agreement.

The agreement addresses many of the union's concerns, including a 20% increase over three years to the per course stipend, the protection of annual increments and measures designed to address employment equity. Windsor's striking academics voted 91% in favour of the three-year deal.

The University of Windsor Faculty Association represents more than 1,000 full and part-time academic staff at the university. ■

# Le ralentissement économique pourrait mettre à mal le financement de l'éducation

**L**e gouvernement conservateur réélu depuis peu examine actuellement différentes compressions de dépenses qu'il pourrait effectuer pour éviter un déficit éventuel, indiquent des informations récentes.

Le premier ministre Stephen Harper a soutenu tout au long de la campagne électorale que le Canada était bien préparé pour surmonter la crise économique engendrée par la tourmente financière internationale. Il devait cependant reconnaître, dans les jours qui ont suivi les élections du 14 octobre où les Conservateurs, toujours minoritaires, ont été reportés au pouvoir avec un mandat renforcé, que le ralentissement économique avait une incidence sur les finances publiques et que la possibilité de déposer un budget déficitaire au cours de la prochaine année n'était pas exclue.

« Je ne crois pas que nous disposions de toutes les informations utiles à ce sujet, et je pense qu'il serait prématuré de conjecturer à cet égard », a dit M. Harper aux journalistes lors de la conférence

de presse qu'il a donnée avec les dirigeants européens réunis à Québec le 17 octobre.

« Je tiens à préciser clairement que le gouvernement du Canada continuera de pratiquer des politiques financières responsables et veillera à ce que ses actions, quelles qu'elles soient, assurent la viabilité à long terme de l'économie canadienne. »

Si, comme le font valoir la plupart des économistes, le fait d'être en déficit dans la conjoncture actuelle de ralentissement économique peut contribuer à stimuler la demande et la reprise, une telle situation n'est pas sans poser de risques politiques aux Conservateurs qui ont fait leur campagne sur le thème du maintien de l'équilibre budgétaire.

Le dernier budget fédéral prévoyait un surplus de 2,3 milliards de dollars pour l'année financière 2008-2009 et de 1,3 milliard de dollars pour l'année suivante.

Maintenant que l'économie tourne au ralenti, cependant, les économistes en général affirment

que le gouvernement est en voie d'afficher un énorme déficit dans son budget de l'année prochaine et ceux des années suivantes.

David Wolf, économiste chez Merrill Lynch, et Don Drummond, économiste en chef du Groupe financier Banque Toronto Dominion, prédisent tous les deux que le gouvernement fédéral s'achemine vers un déficit de 10 milliards de dollars en 2009-2010 et que les provinces aussi connaîtront des temps difficiles.

Le ministre des Finances, Jim Flaherty, a laissé entendre qu'il ferait tout en son pouvoir pour éviter un déficit, même s'il faut pour cela réviser à la baisse les prévisions de dépenses ou retarder la mise en oeuvre des mesures annoncées dans le programme électoral du Parti conservateur, telle la réduction de la taxe d'accise sur le diesel, de quatre à deux cents le litre.

Certaines indications laissent croire que les Conservateurs envisagent d'autres solutions possibles, comme geler le recrutement dans la fonction publique et attribuer aux

provinces la responsabilité de certaines dépenses.

Selon la présidente de l'ACPPU, Penni Stewart, l'imposition de compressions budgétaires dans les services pourrait sérieusement mettre à mal le financement de l'éducation postsecondaire. « Il a toujours été politiquement plus facile pour le gouvernement fédéral de tailler dans les transferts de fonds aux provinces. Ces compressions ont des répercussions sur des programmes offerts par les provinces, notamment dans les secteurs de l'éducation, de la santé et des services sociaux, et ce sont les provinces qui finissent par recevoir le blâme. »

La majorité des observateurs s'entendent pour dire que les Conservateurs, même s'ils reprendront leurs sièges au Parlement au sein d'un autre gouvernement minoritaire, parviendront sans doute à faire adopter leurs compressions malgré les objections des Bloquistes et des Néo-démocrates, jusqu'à ce que les Libéraux choisissent le remplaçant de leur chef démissionnaire Stéphane Dion. ■



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## ACTUALITÉS

L'Université de Western Ontario

### Victoire syndicale pour les stagiaires postdoctoraux

TOUT comme leurs homologues de plus en plus nombreux dans les universités nord-américaines, les stagiaires postdoctoraux employés par l'Université de Western Ontario ont enfin obtenu le droit d'être représentés par un syndicat et de tenir des négociations collectives.

La direction de l'établissement s'était jusqu'à opposée à ce droit en faisant valoir que les stagiaires postdoctoraux du campus de London étaient des entrepreneurs indépendants et non pas des employés au sens où l'entend la loi. Saisie de ce dossier, la Commission des relations de travail de l'Ontario a donné raison à ces quelque 200 travailleurs en accédant à l'Alliance de la Fonction publique du Canada comme leur agent de négociation le 30 septembre dernier.

Le responsable de la campagne de syndicalisation, Peter Ferguson, a déclaré au *London Free Press* que les stagiaires étaient exposés à des conditions de travail difficiles et qu'ils devaient travailler en moyenne de 60 à 80 heures par semaine pour des salaires annuels situés entre 20 000 \$ et 40 000 \$.

La plupart d'entre eux, a-t-il ajouté, continuent de rembourser des prêts étudiants tout en se trouvant confrontés à un avenir professionnel incertain du fait que leurs contrats ne durent pas plus d'un an.

Ce groupe de stagiaires postdoctoraux est le deuxième à se syndiquer au Canada après ceux de l'Université McMaster, qui ont adhéré au Syndicat canadien de la fonction publique au début de cette année.

« La syndicalisation de ces employés de Western et de McMaster s'inscrit dans une tendance de plus en plus marquée en ce sens chez les stagiaires postdoctoraux des grandes universités de recherche en Amérique du Nord », souligne Marcus Harvey, agent de l'ACPPU responsable des activités de mobilisation et de syndicalisation dans ce secteur.

Aux États-Unis, pas moins de 5 000 attachés de recherche au niveau postdoctoral répartis dans les dix campus de l'Université de la Californie seront bientôt représentés par le syndicat des Travailleurs unis de l'automobile, lequel représente déjà la grande partie de la main-d'œuvre de ce réseau, y compris les correcteurs et les auxiliaires à l'enseignement.

Les stagiaires postdoctoraux de l'université californienne affirment que la syndicalisation et la négociation collective sont pour eux les seuls moyens d'améliorer leurs salaires, qui commencent en deçà du taux minimum recommandé par les National Institutes of Health et qui ne sont pas rajustés en fonction du coût de la vie — une question de première importance pour les travailleurs qui vivent dans des régions métropolitaines classées parmi les plus chères aux États-Unis.

Ces stagiaires cherchent également à assurer la mise en place d'un système qui puisse garantir l'arbitrage des différends en toute indépendance. ■

English on page A5.

### Un directive de l'Ud'O annulée par décision arbitrale

→ Suite de la PAGE A1

Selon l'APUO, la principale exception vise les documents que les membres peuvent avoir relativement à leurs fonctions administratives (à titre de chaires de département, par exemple), mais cette exception ne s'applique qu'aux documents portant expressément sur des questions administratives, et non pas aux notes personnelles, courriels ou annotations.

L'arbitre Philip Chodos a fait droit à l'objection de l'APUO, concluant que la directive de l'université allait à l'encontre de la convention collective et qu'elle devait par conséquent être retirée.

Il a convenu que les documents administratifs, telle la correspondance adressée à la direction par les chaires de département au sujet des fonctions administratives, constituaient une exception, « y compris les procès-verbaux des réunions et les documents à l'appui des conclusions qui ont été tirées, toujours sous réserve de

la protection des "renseignements personnels" au sens où l'entend la loi ontarienne ».

L'arbitre a indiqué également que d'autres types de documents pourraient être considérés à juste titre comme se trouvant sous la garde de l'université, et qu'il demeurerait saisi de la question afin de fournir des lignes directrices en la matière.

« Nous nous réjouissons que l'arbitre ait reconnu les sérieuses atteintes qui auraient été portées à la liberté académique et à l'intégrité du travail universitaire s'il avait dû rejeter notre position », a déclaré le président de l'APUO, Atef Fahim.

« Le fait qu'il demeure saisi de la question permettra de résoudre tout différend futur sur la gamme restreinte de documents qui pourraient, comme il l'a indiqué, se trouver sous le contrôle ou la garde de l'université. » ■



## NEWS ACTUALITÉS

## LETTERS/COURRIER

Idiotica?  
Perhaps not

Unlike Martin Cohen in his "Idiotica" rant (Commentary, *Bulletin*, October 2008), I've had good experiences with Wikipedia. I "watch" 88 articles and most are not prone to many errors, even including the one about me. Mistakes are often corrected quickly by other users or editors.

For example, I went on Wikipedia, and couldn't find in the entries on either Hitler or National Socialism the place where Cohen deduced that "Hitler greatly admired Russian communism, saying: 'The whole of National Socialism is based on it'."

Nor could I find the quotations Cohen offers about Socrates, although the Wikipedia editors do make the point repeatedly that what we know about Socrates is often filtered through Plato. And for Cohen's third example, that Wikipedia claims "Mao's political philosophy is essentially the use of violence to suppress dissent," although the article does give due consideration to Mao's use of violence and executions, this is just one among many other political activities that are mentioned.

Unlike the *Bulletin*, whose mistakes can't be immediately corrected, it's fortunate that Wikipedia can be. I'm glad some Wikipedia user — perhaps Cohen — edited the mistakes out, because as even he realizes, this online source of information is an important resource for our students — and more covertly, our colleagues.

Barry Wellman  
S.D. Clark Professor of Sociology  
NetLab Director  
University of Toronto

Hargne, préjugés  
et délire

Je suis surpris que le *Bulletin de l'ACPPU* ait jugé bon de reproduire le texte de Martin Cohen sur Wikipedia (« Encyclopaedia Idiotica », octobre 2008). Depuis sept ans qu'elle existe, cette encyclopédie a certes suscité de nombreuses critiques, mais je n'avais encore jamais lu un point de vue aussi biaisé et aussi superficiel.

Les préjugés de l'auteur ne portent pas seulement sur le contenu de Wikipedia mais s'attaquent aussi à ses fondements, qui constitueraient, à l'en croire, « a sinister and subtle threat to freedom of thought ». L'auteur ne développe malheureusement pas cette affirmation. On serait curieux de savoir, en effet, en quoi cette encyclopédie collaborative menace la liberté de pensée, alors que tout un chacun peut y écrire, modifier un article et défendre son point de vue. Son modèle collaboratif est au contraire bien équipé pour éviter « all the prejudices and ignorance of its creators », ce qui n'est

pas toujours le cas des modèles éditoriaux fermés.

La hargne de l'auteur est tellement irrationnelle que j'en viens à me demander si M. Cohen ne cherait pas à régler ses comptes avec Wikipedia pour le motif non avoué que ses propres contributions n'auraient pas été acceptées par le passé.

Ses préjugés ne s'arrêtent pas à Wikipedia, mais visent globalement tout ce qui se trouve en ligne et qui peut faire objet d'une recherche dans Google. De toute évidence, l'auteur ne semble pas savoir ou préfère ignorer que des dizaines de milliers de revues scientifiques sont maintenant en ligne, souvent sans aucun support imprimé. Dans son délire, l'auteur s'en prend même à l'encyclopédie Larousse en ligne, qu'il accuse de récrire tous les articles en vue d'assurer la prééminence des penseurs français. Il est consternant qu'un journal canadien imprime pareilles inepties et leur donne crédibilité.

Pour un point de vue plus nuancé, je vous invite à lire mon article sur le phénomène Wikipedia à [www.lettres.uottawa.ca/vanden/wikipedia.html](http://www.lettres.uottawa.ca/vanden/wikipedia.html).

Christian Vandendorpe  
Lettres françaises  
Université d'Ottawa

Einstein's failure  
a myth

Felipe Fernández-Armesto's commentary, "Marking Schemes are an Abomination," (*Bulletin*, September 2008) repeats the old saw that "Einstein never did very well at school, anyway."

If one cares to type 'Einstein failed school' into Google, one can find several careful accounts that debunk this myth. Einstein actually did well in school, particularly (and not surprisingly) in mathematics and science. There are a number of reasons for the persistence of the "Einstein failed high school" myth.

As a free-spirited Jew, he was disdainful of the authoritarian German school system and his contempt for some of his teachers must have been mutual.

Einstein wrote the admission exams for ETH [Switzerland's science and technology university] in Zurich at an unusually young age and with little formal preparation, so it took him two attempts before he passed. As an adult, Einstein was modest and self-effacing and he probably spun some self-deprecating tales about his youth.

Nevertheless, the story that the supreme genius of the 20th century could not pass high school — while reassuring to generations of sluggardly adolescents — is untrue.

David Joseph  
Molecular & Cellular Biology  
University of Guelph

## Mount Saint Vincent University

Faculty Union Files Grievance  
over Enrolment Suspensions

THE academic staff union at Mount Saint Vincent University has filed a grievance challenging MSVU's decision to suspend enrolment in two academic programs.

The decision, said Kenneth Dewar, president of the Mount Saint Vincent University Faculty Association, has effectively shut down the programs without any regard for constituted mechanisms for academic governance.

"Our members are quite willing to have an informed discussion about programs, how to define sustainability and the need for more appropriate recruitment efforts, but we do not want decisions about programs to be made unilaterally by the administration," Dewar said.

Faculty, students and staff first learned of the enrolment suspensions in the information technology program and the family studies and gerontology undergraduate program in an email received earlier this year from university president Kathryn Laurin.

Dewar said the news came as a surprise since the university senate was still awaiting the results of an external review of the family studies and gerontology program and had rejected a recommendation to nix the information technology program offerings.

The union filed a grievance claiming the administration's actions



The university has announced that new students will not be admitted to IT programs for the 2008-2009 academic year.

violate the Mount Saint Vincent University Act and are at odds with the faculty contract that establishes conditions governing program redundancy.

"We have constituted procedures in place for these decisions and the university ought to act in accordance with those provisions," Dewar said of the grievance. "The senate is responsible for all academic matters, so the administration should not be circumventing the senate."

Furthermore, it's an important is-

sue for the association as it also arises amid growing concern about declining enrolment at several institutions in the Atlantic region, he said.

MSVU's most recent strategic plan commits the university to "focusing efforts and resources on high quality, distinctive and sustainable undergraduate and graduate programs that are attractive to students."

"We hope this isn't just about reducing the number of programs for the sake of efficiency," Dewar said. ■

Le syndicat conteste la décision de  
l'Université Mount Saint Vincent de  
suspendre des programmes

LE syndicat du personnel académique de l'Université Mount Saint Vincent a présenté un grief contestant la décision prise par l'administration de l'établissement de suspendre les inscriptions à deux programmes d'études.

Dans les faits, cependant, cette décision a eu pour conséquence de mettre fin aux programmes sans aucun égard aux mécanismes de gouvernance académique en place, a observé le président du syndicat, Kenneth Dewar.

« Nos membres accueilleraient bien volontiers la possibilité de prendre part à une discussion informée sur les programmes, la définition de leur viabilité et la nécessité de faire des démarches de recrutement plus adéquates, mais nous ne voulons pas que l'administration prenne des décisions unilatérales au sujet des programmes », a souligné M. Dewar.

C'est dans un courriel envoyé plus tôt cette année par la rectrice de l'université, Kathryn Laurin,

que les professeurs, les étudiants et le personnel ont appris qu'étaient suspendues les inscriptions au programme de technologie de l'information et au programme de premier cycle d'études familiales et de gérontologie.

Cette nouvelle a été d'autant plus surprenante que le sénat de l'université attendait encore les résultats de l'examen externe qui devait être fait du programme d'études familiales et de gérontologie et qu'il avait rejeté une recommandation visant à annuler le programme de technologie de l'information, a indiqué M. Dewar.

Par son grief, le syndicat cherche à faire reconnaître que les actions de l'administration contreviennent à la loi constitutive de l'université et qu'elles vont à l'encontre de la convention collective du personnel académique, qui définit les conditions régissant les programmes déclarés excédentaires.

« La prise de telles décisions relève des procédures officielles qui

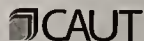
sont établies à cet égard et que l'université devrait respecter. Puisque le sénat est responsable de toutes les questions d'ordre pédagogique, l'administration ne devrait pas pouvoir se soustraire à sa volonté », a dit M. Dewar.

La question au cœur du grief revêt une grande importance pour l'association, a-t-il ajouté, parce qu'elle se pose sur fond de préoccupations croissantes face à la baisse du nombre d'inscriptions dans plusieurs établissements de la région de l'Atlantique.

Dans son plus récent plan stratégique, l'Université Mount Saint Vincent s'engage à « déployer tous les efforts et les ressources utiles pour offrir, à tous les cycles, des programmes d'études de haute qualité, uniques, viables et attrayants ».

« Il est à souhaiter qu'il ne s'agisse pas ici seulement de réduire le nombre de programmes pour des raisons d'efficacité », a dit M. Dewar. ■

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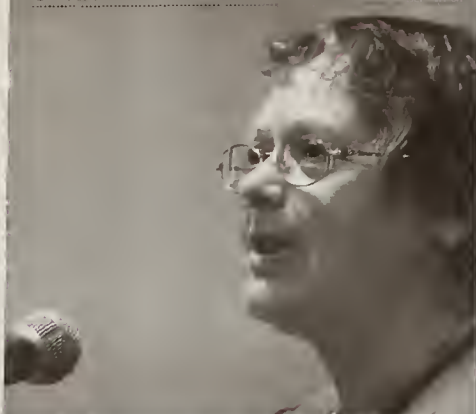
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## NEWS ACTUALITÉS

## Conference News



## Mobilizing in an Era of Restructuring

Keynote speaker Rosemary Deem, professor of education at the University of Bristol in the UK, vice-chair of the Society for Research into Higher Education & author of numerous books, describes the rise of commercial management strategies & governance methods in higher education & the implications on faculty work at the CAUT women's conference held in Ottawa last month.

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## 6 DECEMBRE

journée nationale de commémoration et d'action contre la violence faite aux femmes

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## L'Université Algoma est née

APRÈS 16 années d'attente, le Collège universitaire Algoma établi dans le nord de l'Ontario a finalement obtenu le statut d'université à part entière.

La loi officialisant la création de l'Université Algoma rend cet établissement indépendant de l'Université Laurentienne à Sudbury à laquelle il était affilié comme collège depuis sa création en 1964. Le collège avait entrepris en 1992 de demander au gouvernement provincial de l'élever au rang d'institution pouvant conférer des grades universitaires.

La rectrice de l'Université Algoma, Celia Ross, qui occupait le poste

de présidente du collège depuis 1998, a indiqué que l'établissement offrait des programmes d'études de niveau universitaire depuis plus de 40 ans et qu'il fonctionnait en fait comme une unité indépendante de l'Université Laurentienne depuis longtemps.

« C'est une journée historique pour l'Université Algoma », a déclaré Celia Ross. « Nous sommes très heureux de devenir la dix-neuvième université ontarienne et nous en tirons une juste fierté. Cette autonomie nouvelle nous rendra plus à même de mettre en place des possibilités d'éducation postsecondaire qui profiteront effectivement à tous

les étudiants, y compris les étudiants métis et des Premières nations, dans un esprit de respect et de coopération qui privilégie les besoins futurs de la population active, de nos communautés et de notre pays tout entier. »

Algoma propose un vaste éventail de programmes en technologie, sciences, gestion et arts libéraux à plus de 1 200 étudiants. Elle est la seule université à offrir un programme de baccalauréat en langue ojibwé et un programme de maîtrise (M.Sc.) en technologie des jeux vidéo. ■

English on page A4.

## Academics in Danger Need Our Help

→ From PAGE A3

in Education International, the worldwide voice of education workers and academic staff. EI is active in promoting human rights, union rights and academic freedom. It also educates academics about global conditions, contributes to solidarity among academic staff and, through advocacy and regular monitoring, makes academic freedom and human rights violations visible and encourages international response to offences. For example, over the past summer, as the crisis in Zimbabwe deepened, EI issued an urgent action appeal for its worldwide members to denounce the human rights violations being systematically carried out against teachers.

But we must deepen our commitment to defending academic freedom and protecting individual civil liberties with more concrete action. One international program that provides important opportunities for the involvement of Canadian academics is the Scholars at Risk Network. This is an international network of universities and colleges that provide sanctuary through tempo-

rary academic placements to scholars and students whose lives are threatened in their home country.

Since 1999, the University of Toronto, which is the only Canadian member of the network, has admitted 12 scholars from Iran, Ethiopia, Yemen, Iraq, Columbia and Azerbaijan to its Massey College-School of Graduate Studies program, and provided them with two-year fellowships of \$10,000. This has allowed recipients to continue with graduate studies or post graduate research.

The presence of scholars is significant for the sponsor as well, according to John Fraser, master of Massey College. "For us not to reach out means we're almost guilty of complicity by not understanding what happens in these countries. In the end we're the beneficiaries because the scholars sometimes teach or they enhance the research pool of the university," he told the UofT Bulletin earlier this year.

In the U.S. more than 50 colleges and universities have joined the network and there are 33 member institutions in the UK. Members of the U.S. network include leading universities such as Harvard, Stan-

ford, the University of California at Berkeley and the University of Chicago and smaller institutions such as Monmouth College in Illinois. Canadian academics are strong defenders of civil liberties and academic freedom and we should play a bigger role in defending our colleagues internationally.

Only higher education institutions can join the network, but as individuals and members of academic associations we can push our colleges and universities to join. I ask you to urge your academic staff association to take up this call to participate and to bring it to the attention of your institution through your departments, faculties and university-wide bodies. It's time to extend our social justice agenda and challenge our borders. I hope CAUT members nationwide will take up the quest and work with colleagues in their local associations and institutions to join this program. ■

Further information on the Scholars at Risk Network is available at <http://scholars.atrisk.nyu.edu> and Education International at <http://www.ei-ie.org>.

## Des universitaires en danger ont besoin de notre aide

→ Suite de la PAGE A3

dénoncent les violations systématiques des droits de la personne commises envers le personnel enseignant.

Il nous faut affirmer notre engagement à défendre la liberté académique et à protéger les libertés civiles individuelles par des actions plus concrètes. Le Scholars at Risk Network est un programme international qui permet aux universitaires canadiens de s'engager dans ce domaine. Il s'agit d'un réseau d'établissements d'enseignement supérieur qui acceptent de servir de refuge temporaire à des universitaires et à des étudiants dont la vie est menacée dans leur pays d'origine.

Depuis 1999, l'Université de Toronto, unique membre du réseau au Canada, a ainsi accueilli douze universitaires de l'Iran, de l'Éthiopie, du Yémen, de l'Irak, de la Colombie et de l'Azerbaïdjan à l'école d'études supérieures du Collège Massey, leur offrant des bourses de 10 000 \$ pendant deux ans, ce qui leur a permis de poursuivre leurs

études supérieures ou leurs travaux de recherche.

La présence d'universitaires importe également pour l'établissement parrain, explique John Fraser, directeur principal du Collège Massey, selon qui ne pas aider ces personnes constituerait presque un acte de complicité résultant de la non-compréhension de la situation qui sévit dans ces pays. Dans une entrevue accordée au bulletin de l'Université de Toronto cette année, il indique que l'hôte ressort gagnant de cet arrangement, car ces universitaires enseignent à l'occasion ou enrichissent le bassin de recherche de l'université.

Au Royaume-Uni, 33 établissements d'enseignement supérieur adhèrent au réseau. Aux États-Unis, une cinquantaine d'universités et de collèges s'y sont joints, dont certains de grand prestige, comme Harvard, Stanford, l'Université de Californie à Berkeley et l'Université de Chicago, et d'autres de moindre envergure, comme le Collège Monmouth, en Illinois. Les universitaires canadiens, ardents défenseurs des li-

bertés civiles et de la liberté académique, devraient jouer un rôle accru dans la défense de nos collègues à l'étranger.

Seuls les établissements d'enseignement supérieur peuvent se joindre au réseau, mais en tant que particuliers et que membres d'associations, nous pouvons exercer des pressions pour que nos universités et collèges y adhèrent. Je vous invite à sensibiliser votre association de personnel à cet appel et à le porter à l'attention des responsables de votre établissement par l'entremise de vos départements, facultés et organes propres. Il est temps d'exprimer concrètement et de renouveler notre engagement à l'égard de la justice sociale. J'espère que, d'un océan à l'autre, les membres de l'ACPPU se joindront à cette quête et collaboreront avec leurs collègues pour favoriser l'adhésion au programme. ■

Pour obtenir de plus amples renseignements sur le Scholars at Risk Network, consultez le <http://scholars.atrisk.nyu.edu> (en anglais) et l'International de l'Éducation, au [www.ei-ie.org](http://www.ei-ie.org).



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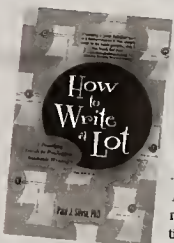


### The Academic's Handbook

A. Leigh DeNeef & Craufurd O. Goodwin, eds. Ourham, NC: Duke University Press, 2006; third edition, 416 pp; ISBN: 978-0-8223-3883-3, cloth \$89.95 us; ISBN: 978-0-8223-3874-1, paper \$24.95 us.

This new, revised, and expanded edition of the popular *Academic's Handbook* is an essential guide for those planning or beginning an academic career. Faculty members, administrators and professionals with experience at all levels of higher education offer candid, practical advice to help beginning academics understand

issues, including: the different kinds of institutions of higher learning and expectations of faculty at each, the advantages and disadvantages of teaching at four-year colleges instead of research universities, the ins and outs of the job market, alternatives to tenure-track, research-oriented positions, salary and benefits, the tenure system, pedagogy in both large lecture courses and small, discussion-based seminars, the difficulties facing women and minorities within academia, corporations, foundations, and the federal government as potential sources of research funds, the challenges of faculty mentoring, the impact of technology on contemporary teaching and learning, different types of publishers and the publishing process at university presses, the modern research library, the structure of university governance and the role of departments within the university. With the inclusion of eight new chapters, this edition of *The Academic's Handbook* is designed to ease the transition from graduate school to a well-rounded and rewarding career.

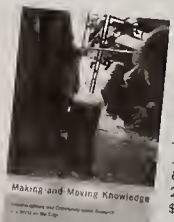


### How to Write a Lot: A Practical Guide to Productive Academic Writing

Paul J. Silvia. Washington, DC: American Psychological Association, 2007; 149 pp; ISBN: 987-1-59147-743-3, paper \$14.95 us.

All students and professors need to write, and many struggle to finish their stalled dissertations, journal articles, book chapters, or grant proposals. Writing is hard work and can be

difficult to wedge into a frenetic academic schedule. In this practical, lighthearted and encouraging book, Paul J. Silvia explains that writing productively does not require innate skills or special traits but specific tactics and actions. Drawing examples from his own field of psychology, he shows readers how to overcome motivational roadblocks and become prolific without sacrificing evenings, weekends and vacations. After describing strategies for writing productively, the author gives detailed advice from the trenches on how to write, submit, revise and resubmit articles; how to improve writing quality; and how to write and publish academic work.



### Making and Moving Knowledge: Interdisciplinary and Community-Based Research in a World on the Edge

John Sutton Lutz & Barbara Neils, eds. Montreal, QC & Kingston, ON: McGill-Queen's University Press, 2008; 338 pp; ISBN: 978-0-7735-3373-8, cloth \$85 ca; ISBN: 978-0-7735-3393-6, paper \$32.95 ca.

Whether the challenge is global warming, epidemic disease, poverty, environmental degradation, or social fragmentation, research efforts are wasted without efficient and understandable processes to create and transfer knowledge to policy makers, interested groups and communities. How to maximize the impact of scholarly research and combine it with practical knowledge already available in lay communities are key issues in a world threatened with social-ecological disasters. *Making and Moving Knowledge* focuses on how knowledge is created and transferred, or blocked and atrophies. It provides a rare look at what knowledge is, how different kinds of knowledge are created, and what needs to guide the vital relationship between knowledge creation and its dissemination to a variety of different audiences.

## Former CAUT President Chronicles Long Career in Academe & Politics



### A Glowing Dream: A Memoir

Roland Penner. Winnipeg, MB: J. Gordon Shillingford Publishing Inc, 2007; 306 pp; ISBN: 978-1897-289198, paper \$28.95 ca.

By DONALD C. SAVAGE

**R**OLAND Penner was elected president of CAUT in 1979. He has now written a very readable account of a long and varied career in academe and in

Manitoba politics. Penner was born in 1924 into an ultra-left wing and Jewish milieu in the North End of Winnipeg that had been heavily influenced by the Winnipeg General Strike and its aftermath. His father served for many years as a Labour Progressive (Communist Party) representative on the Winnipeg City Council.

Penner makes no secret of his and his family's political connections — connections he maintained until the Soviet invasion of Hungary in 1956 and Khrushchev's denunciation of Stalin. During the Second World War he served in the Canadian army in northwestern Europe from Normandy to war's end. At the close of the war he attended the army's Khaki University and then, on demobilization, thanks to the veterans' benefits created by the federal government, he returned to Winnipeg to attend the University of Manitoba to study in the faculty of arts and then in law.

On graduation, he practiced labour law in Winnipeg for 15 years, ultimately returning to the university as a member in the faculty of law. He was an active member of the University of Manitoba Faculty Association, where he was one of the leaders of the successful movement to unionize the faculty despite the unyielding opposition of then university president Ernest Sirluck. He became chief negotiator for UMFA's first collective agreement which was signed in 1975.

This was a seminal moment both at the university and in CAUT because Manitoba was, at the time, the largest English-speaking university in the country to certify. The conjunction of CAUT and UMFA in Winnipeg led Penner to an ever more active role in CAUT. He gives an entertaining account of the early days of

collective bargaining in CAUT. This work ultimately led to his election as CAUT president, an event which showed that the movement towards collective bargaining in CAUT was irreversible.

Subsequently he moved into a political career in the province of Manitoba where he was elected in 1981 as the NDP member for Fort Rouge. Later he became a member of the cabinet of the NDP government of Howard Pawley where he served variously as attorney general, minister responsible for constitutional affairs, chair of the treasury board, minister of education and house leader.

As attorney general he was much involved in the constitutional negotiation of the Mulroney years, which he discusses in some detail. Pawley has provided a foreword to this book. The Pawley government fell in 1988 in a vote of confidence, and was subsequently heavily defeated at the polls. Penner then returned to the university to teach constitutional law and later became dean of the faculty.

This, of course, is a partisan book, but Penner is generous in his recognition of the work of other faculty members across Canada and of staff with whom he connected at various points in his career. Those who write autobiographies frequently do not wish others to share the stage. Readers of this review should be aware, caveat emptor, that this reviewer is mentioned favourably several times in the text.

Like most politicians, Penner remembers old enemies, not always kindly but sometimes surprisingly favourably as with his treatment of Don Wells, the administrator who had the difficult task of dealing with the faculty union at Manitoba in its early days. All in all this is a book that should be of use to anyone interested in the recent history of higher education in Canada. ■

Donald C. Savage is a consultant in higher education, former executive director of CAUT and an adjunct professor of history at Concordia University in Montreal.

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The book concludes with a discussion about why preserving academic integrity — despite the clamorous voices of the forces threatening it — is so vital to public interest.

Contributors include:

Brian Alters	Brenda Gallie	Kevin Mattson
Gary Bauslaugh	Donald Gutstein	Arthur Schafer
Mary Burgan	Marcus Harvey	Blair Stonechild
Joanna Cohen	David Healy	Jon Thompson
Rosemary Deem	Michael Higgins	Pat Walden
Shadia Drury	Sheldon Krinsky	

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# ERS ERES

# SECTION B

## A

■ **ACCOUNTING** – University of New Brunswick-Fredericton. The University of New Brunswick (UNB), Fredericton, invites applications for a tenure-track position in Accounting. The appointment will be at the rank of Assistant Professor and will be with effect from July 1, 2009, or as soon thereafter as possible. This position is subject to final budgetary approval. Applicants must have a PhD or MBA in Accounting or in a related field. ADs with an expected completion date of August 2009 will also be considered. A demonstrated record of research or the potential for the same is required. Teaching assignments will be at the undergraduate and graduate levels. The UNB is innovative in its programs, curriculum design and outreach activities. It has more than 900 students in the undergraduate program and 100 students in the graduate program. In addition to the domestic programs, the UNB also offers its programs in partnership with institutions in Egypt, Poland, Trinidad and Tobago, and Singapore. Further information can be viewed at WWW.UNB.CA and WWW.BUSINESS.UNB.CA. Applications should include a current curriculum vitae, evidence of research and teaching effectiveness (if applicable), and the names and contact details (including email address) for three academic references. Application packages should be submitted to: Dr. T. P. O'Brien, Faculty of Business Administration, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3; Phone: 506-452-6344; Email: [arobrien@unb.ca](mailto:arobrien@unb.ca). Candidates for this position will be accepted until November 1, 2008. In the event that the position cannot be filled with a qualified tenure-track candidate, consideration will be given to a candidate with lesser qualifications for the purpose of a term appointment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **ACCOUNTING** – University of Waterloo. The University of Waterloo invites applications for tenured or tenure-track positions in Accounting, for appointments beginning 2009. Rank and field are open, but we especially welcome applicants with teaching interests in auditing or financial reporting. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2008, we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: <http://saw.uwaterloo.ca>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by The Intelligent Community Forum), a one-hour drive from Toronto, Canada's financial and cultural capital. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample electronically. In addition, three references should send letters directly to: The Director, c/o Heidi Campbell, [SATFacultyRecruiting@uwaterloo.ca](mailto:SATFacultyRecruiting@uwaterloo.ca). Review of applications will continue until the positions are filled.

■ **ANTHROPOLOGY** – Wilfrid Laurier University. The Department of Anthropology invites applications for two tenure-stream appointment positions, commencing 1 July 2009, subject to budgetary approval. Both positions will be within the Assistant Professor rank. A PhD (or near completion) in Anthropology or related discipline is required. The successful candidate will join a young, energetic department focused on the ethnography of the contemporary world. Experience of, and commitment to, engaging ethnographic fieldwork is essential. We seek candidates specializing in one of two areas: (1) science and technology with focus on bioethics, biotechnology, intellectual property rights, political economy of health, internet and virtual life, expertise, new forms of governance, and/or financial end (2) narrative and knowledge (in relation to urban experience, indigenous social justice movements, and/or illness). Geographical area is open to any region outside Europe. The successful candidate will teach in their specialty as well as share in delivery of core required courses in the honours undergraduate program. Graduate teaching in the following interdisciplinary programs is possible: Cultural Analysis and Social Theory; International Public Policy; Global Governance. Please submit a 2-3 page cover letter, curriculum vitae, one recent sample publication, teaching dossier (e.g., evaluations, course outlines, examples of innovative pedagogy), and arrange for three letters of reference to be sent by the due date. Applications must be delivered by noon on Tuesday 9 December 2008 to: Anne Brydon, Chair, Department of Anthropology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5. Requests may be directed to [abrydon@wlu.ca](mailto:abrydon@wlu.ca). Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

■ **APPLIED MICROECONOMICS** – University of Toronto Scarborough. The Department of Management at the University of Toronto Scarborough (UTSC), together with the Centre for Industrial Relations and Human Resources at the University of Toronto, invites applications from qualified candidates for a tenure stream position at the rank of Assistant, Associate or Full Professor. The appointment will be effective July 1, 2009. Preference will be given to candidates with a quantitative and analytical orientation in applied microeconomics. A PhD (completed or near completion) is required, along with excellent teaching and research experience appropriate to the rank sought. Duties include research and teaching at both undergraduate and graduate level. Salary and rank will be commensurate with qualifications and experience. Additional information on the Department can be found at <http://www.utsc.utoronto.ca/~mgmt/> and the Centre for Industrial Relations and Human Resources <http://www.chass.utoronto.ca/cir/>.

Interested candidates should apply on line at <http://www.jobs.utoronto.ca/faculty.htm>. Online Explorer and PC required; Job Number 0801098. Please ensure that you include a letter of application with a current curriculum vitae, an example of written work and any evidence of excellence in teaching. Three letters of reference should be sent directly to Professor Michael Kreshinsky, Chair, Department of Management, University of Toronto Scarborough, 1265 Military Trail, Toronto, ON, Canada, M1C 1A4. The deadline for applications is December 2, 2008. The University of Toronto has an extremely diverse student body. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual

minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ARCHAEOLOGY** – Wilfrid Laurier University. The Department of Archaeology and Classical Studies invites applications for a tenure stream position at the rank of Assistant Professor, effective July 1, 2009, subject to budgetary approval. We are seeking a candidate with a research specialty in Roman archaeology and material culture. We are especially interested in candidates who are connected with an archaeological field school in the Mediterranean. The successful applicant will also be expected to teach undergraduate courses in Latin and Classical Civilization and to participate in the new MA program in Ancient Mediterranean Cultures.

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## Advertising Closing Dates \ Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPPU sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

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## Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for alleged violations of academic freedom exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom ([www.caut.ca/pages.asp?page=247&lang=1](http://www.caut.ca/pages.asp?page=247&lang=1)) contains fundamental statements of principle which reflect key priorities of this organization. The CAUT Bulletin thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 731-5500 or visit [www.aaup.org](http://www.aaup.org).

## Déclaration de l'éditeur

Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique ([www.acppu.ca/pages.asp?page=247&lang=2](http://www.acppu.ca/pages.asp?page=247&lang=2)) reflète les priorités clés de cette organisation. Le Comité de rédaction du Bulletin de l'ACPPU se réserve donc le droit de refuser de publier les annonces d'un établissement post-secondaire dans la mesure où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association américaine des professeurs d'université enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier le statut de la liberté académique dans les établissements post-secondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités censurées par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 731-5500, ou de visiter [www.aaup.org](http://www.aaup.org).

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ST THOMAS MORE COLLEGE  
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# CAREERS CARRIÈRES

um Engineering, or related field, or expect to receive one shortly after taking up their employment, and are not yet registered as eligible to register as a professional engineer in Alberta. Candidates must have the ability to conduct both independent and collaborative research, develop viable end-product research programs, and to teach both undergraduate and graduate courses in civil, environmental, mining and/or petroleum engineering. The successful candidate will be joining a vibrant, multi-disciplinary community of researchers on the University of Alberta campus. The Department of Civil and Environmental Engineering, including School of Mining and Petroleum Engineering at the University of Alberta is one of the premier research-intensive departments of its kind in North America. The Department is undergoing a major expansion and is committed to securing a position among the leading schools in North America. Our faculty complement is currently 47 with plans in place to grow to approximately 70. Research in the Department is vigorous and covers all major areas of Civil, Environmental, Mining, and Petroleum Engineering. Our graduate program attracts outstanding students from the best schools worldwide and provides them with an environment of close to 400 students, including approximately 150 PhD students, from 44 different countries. The Department offers programs in Civil Engineering, Civil and Environmental and Biomedical Options, Mining Engineering, and Petroleum Engineering, enroll over 900 students. Research and teaching needs of the Department are served by the new Nanotechnology and Engineering Faculty a total area of 30,000 square metres. Located nearby, in addition to three other major engineering departments, National Institute for Nanotechnology, the Alberta Research Council (ARC), and Centre for Engineering Research (CER) offer outstanding opportunities for collaborative work with faculty, industry and government. The undergraduate and graduate laboratories are generously equipped with state-of-the-art equipment and excellent computing facilities are available. Extensive funding opportunities are available through a variety of national and provincial sources. The position is an exciting opportunity for a motivated individual to submit their curriculum vitae including employment history, a statement of research and teaching interests, and a brief description of major contributions, reprints of at least two representative research papers, the names of at least three referees, and a clear indication of the position they are interested in. The competition will remain open until all positions are filled. Interested applicants may apply to: Dr. J. Roger Cheng, Chair, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Email: jcheng@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta is on the basis of merit. We are committed to the principle of equity in employment. We welcome diverse and encourage applications from all qualified individuals, including women, persons with disabilities, members of visible minorities, and Aboriginal persons.

**CIVIL & ENVIRONMENTAL ENGINEERING** – University of Windsor. The Department of Civil and Environmental Engineering at the University of Windsor invites applications for a tenure-track position in Transportation Systems at the Assistant Professor rank commencing July 1, 2009. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Murty Madugula, Chair, Civil and Environmental Engineering, University of Windsor, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000 Ext. 2550; Email: [murty.madugula@uwindsor.ca](mailto:murty.madugula@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact: Dr. Janice Drelich, Director, Faculty Recruitment at 817-685-6608 (Toll Free) within North America; call toll-free 1-800-361-1111 within North America; or 1-815-515-1432 or Email: [recruitment@uwindsor.ca](mailto:recruitment@uwindsor.ca).

**COGNITIVE SCIENCE** – Carleton University. The Institute of Cognitive Science at Carleton University invites applications for a tenure-track appointment at the level of Assistant Professor, to begin July 1, 2009. Applicants will be engaged in research on the mind and/or artificial cognition and have a PhD in a discipline relevant to cognitive science (computer science, linguistics, philosophy, psychology, experimental psychology, or cognitive science), a strong commitment to scholarship reflected in publications, and demonstrated excellence in teaching. The successful candidate will be expected to teach both undergraduate and graduate courses, to develop a program of research leading to significant peer-reviewed publications, and to contribute effectively to academic life in the Institute. Further information about the Institute can be obtained from [www.carleton.ca/ics/](http://www.carleton.ca/ics/). Applicants should send their curriculum vitae, a summary of research objectives, a teaching statement and evidence of good teaching ability (copies of representative publications), and arrange to have three referees forward supporting letters to: Dr. John Lodge, Director, Institute of Cognitive Science, Carleton University, 1125 Colonel By Drive, Ottawa, ON, Canada, K1S 5S6. Carleton University is an equal opportunity institution committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority. Applications will be reviewed beginning December 1, 2008 and will continue until the position is filled. This position is subject to budgetary approval.

**COMPUTER SCIENCE (INFORMATION RETRIEVAL)** – University of Waterloo. The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Chertson School of Computer Science. The area of information retrieval (broadly defined) will be given high priority over other areas will be considered if the School is unable to recruit a very strong candidate in information retrieval. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified

graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. With over 70 faculty members, the University of Waterloo's David R. Chertson School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applications should be sent by electronic mail to [cs-recruiting@cs.uwaterloo.ca](mailto:cs-recruiting@cs.uwaterloo.ca), or by post to: Chair, Advisory Committee on Appointments, David R. Chertson School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**COMPUTER SCIENCE (INFORMATION SYSTEMS)** – University of Waterloo. The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Chertson School of Computer Science. The area of information systems (broadly defined) will be given high priority over other areas will be considered if the School is unable to recruit a very strong candidate in information systems. Candidates at all levels of experience are encouraged to apply. Preference will be given to those who focus on health information as an application area. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating

learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. With over 70 faculty members, the University of Waterloo's David R. Chertson School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applications should be sent by electronic mail to [cs-recruiting@cs.uwaterloo.ca](mailto:cs-recruiting@cs.uwaterloo.ca), or by post to: Chair, Advisory Committee on Appointments, David R. Chertson School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**COMPUTER SCIENCE (SOFTWARE ENGINEERING)** – University of Waterloo. The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Chertson School of Computer Science. The area of software engineering (broadly defined) will be given high priority over other areas will be considered if the School is unable to recruit a very strong candidate in software engineering. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of

excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. With over 70 faculty members, the University of Waterloo's David R. Chertson School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applications should be sent by electronic mail to [cs-recruiting@cs.uwaterloo.ca](mailto:cs-recruiting@cs.uwaterloo.ca), or by post to: Chair, Advisory Committee on Appointments, David R. Chertson School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**COMPUTER SCIENCE (SOFTWARE ENGINEERING)** – University of Waterloo. The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Chertson School of Computer Science. The area of software engineering (broadly defined) will be given high priority over other areas will be considered if the School is unable to recruit a very strong candidate in software engineering. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of

excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. With over 70 faculty members, the University of Waterloo's David R. Chertson School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applications should be sent by electronic mail to [cs-recruiting@cs.uwaterloo.ca](mailto:cs-recruiting@cs.uwaterloo.ca), or by post to: Chair, Advisory Committee on Appointments, David R. Chertson School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**COMPUTER SCIENCE (SOFTWARE SYSTEMS)** – University of Waterloo. Applications are invited for one or two David R. Chertson Chairs in Software Systems. These are senior positions and include substantial research support and teaching reduction. Candidates with outstanding research records in software systems very broadly defined are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. The Chairs are tenured positions. With over 70 faculty members, the University of Waterloo's David R. Chertson School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research

program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applications should be sent by electronic mail to [cs-recruiting@cs.uwaterloo.ca](mailto:cs-recruiting@cs.uwaterloo.ca), or by post to: Chair, Advisory Committee on Appointments, David R. Chertson School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

## Two-for-One Deal

Recruit from two audience pools at once. Job ads with the **CAUT Bulletin** not only appear in the Career section of the newspaper but also go online for 30 days at **AcademicWork.ca**. To place a career ad that will appear in print and online, call our advertising department at (613) 820-2270 or e-mail [ads@caut.ca](mailto:ads@caut.ca).

## Deux pour un

Diffuse simultanément vos offres d'emploi dans deux médias différents. Les annonces publiées dans le **Bulletin de l'ACPU** paraissent non seulement dans la section des carrières mais aussi en ligne sur le site **travailacademique.ca** pendant 30 jours. Pour insérer une annonce de carrière imprimée et en ligne, veuillez communiquer avec notre service de la publicité par téléphone (613-820-2270) ou par courriel ([ads@caut.ca](mailto:ads@caut.ca)).



# President

The University of New Brunswick (UNB) invites applications and nominations for the position of President and Vice-Chancellor.

For over two centuries, UNB has been one of Canada's leading universities and continues to play an important role in the social, economic, and cultural landscape of this country and beyond. Its outlook and its people make UNB a remarkable place that has a great deal to offer – top quality programs, a warm and inviting atmosphere, two of the most beautiful campuses in Canada, and the opportunity to play a pivotal role in the future of New Brunswick and Canada.

A strong national university, UNB offers a comprehensive choice of 80 graduate, undergraduate, and professional programs to more than 12,000 students from 100 countries, through multi-faculty campuses in Fredericton and Saint John and in partnership with other institutions around the world. In 2010, the Saint John campus will become home to the first English-language medical education program in New Brunswick. With 18 Canada Research Chairs, major SSHRC and NSERC projects, vigorous research partnerships, the National Research Council Institute for Information Technology, nationally-ranked Faculties of Law and Engineering, and many nationally and internationally recognized scholars among its 620 full-time faculty, UNB conducts eighty percent of the research in – and is the centre for graduate studies and professional programs for – the province. UNB offers an intimate learning environment where the average student:faculty ratio is 15:1. Its students enjoy high success rates in competitions for national graduate fellowships and admission to medical schools. Expansion of international linkages is a continuing priority.

UNB has a long history of positive and progressive labour relations with its more than 1,700 full-time faculty and staff. The 2008-09 operating budget is \$161 million within an

overall University budget of \$240 million, and UNB receives over half of the provincial operating grant to New Brunswick universities. In 2006 UNB concluded a capital campaign that raised more than \$110 million, exceeding its target by \$50 million and reflecting an outstanding level of support internationally. Among the outcomes are major capital projects, including the Richard J. Currie Center for athletics and wellness research on the Fredericton campus and the University Commons on the Saint John campus, as well as funding for graduate and undergraduate scholarships, library improvements, and for the establishment and enhancement of centres and institutes.

The President and Vice-Chancellor is the chief executive officer of the University, a member of the Board of Governors, and Chair of the Senates of the Fredericton and Saint John campuses. The successful candidate will have strong leadership qualities, significant academic and administrative experience and accomplishments, a thorough grasp of issues in post-secondary education, and the ability to work collegially and effectively with the University community, alumni, governments, and other external constituencies.

The search committee will begin consideration of candidates in late October. Applications and nominations for an appointment beginning in July 2009 will be accepted until the position is filled, and may be made, in confidence, to the address shown below.

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## CAREERS CARRIÈRES

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**WE'RE SEEKING COLLABORATORS, LEADERS,  
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*We offer vibrant student programs and top-tier teaching,  
world-class research opportunities, state-of-the-art facilities, visionary  
leadership for a sustainable economy, and innovative collaborations*

The University of Prince Edward Island is seeking applications for faculty positions in the following areas. The appointments begin July 1, 2009.

#### FACULTY OF ARTS

- Sociology (*Globalization/Work and Society/Deviance/Urban*)
- Economics
- Phenomenological Psychology
- Anthropology (*Political/Economic/Developmental*)  
(*term position*)

Contact: Dr. Richard Kurial, Dean of Arts (rkurial@upei.ca)

#### FACULTY OF SCIENCE

- Engineering (*Bioresource sector with industry ties in the bio-resource or environmental engineering fields*)
- Family & Nutritional Sciences (*Family Life Education/Family Development and Early Learning Environments*)

Contact: Dr. Christian Lacroix, Dean of Science (lacroix@upei.ca)

#### FACULTY OF EDUCATION

- International Education and Global Citizenship

Contact: Dr. Tim Goddard, Dean of Education (dean\_ed@upei.ca)

#### SCHOOL OF BUSINESS

- International Business
- Entrepreneurship
- Marketing (*term position*)

Contact: Dr. Roberta MacDonald, Dean of Business (romacdonald@upei.ca)

#### SCHOOL OF NURSING

- Adult Medical/Surgical Nursing

Contact: Dr. Kim Critchley, Dean of Nursing (kcritchley@upei.ca)

#### LIBRARY

- Digital Resources and Collections Librarian

Contact: Mark Leggott, University Librarian (mleggott@upei.ca)

For complete job descriptions and application deadlines, visit [upei.ca/humanres/competition](http://upei.ca/humanres/competition)

**UPEI PROVIDES A DYNAMIC RESEARCH ENVIRONMENT,** rich in collaboration and partnering opportunities, with a strategic focus on Health, Environment, and Community & Culture. With a five-fold increase in research funding since 2001, \$65 million in new research facilities, and strong and growing graduate programs, UPEI consistently delivers research excellence.

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- Green Chemistry
- Tourism Enterprise
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- Epidemiology & Risk Assessment
- Strategic Innovations for Animal & Human Health

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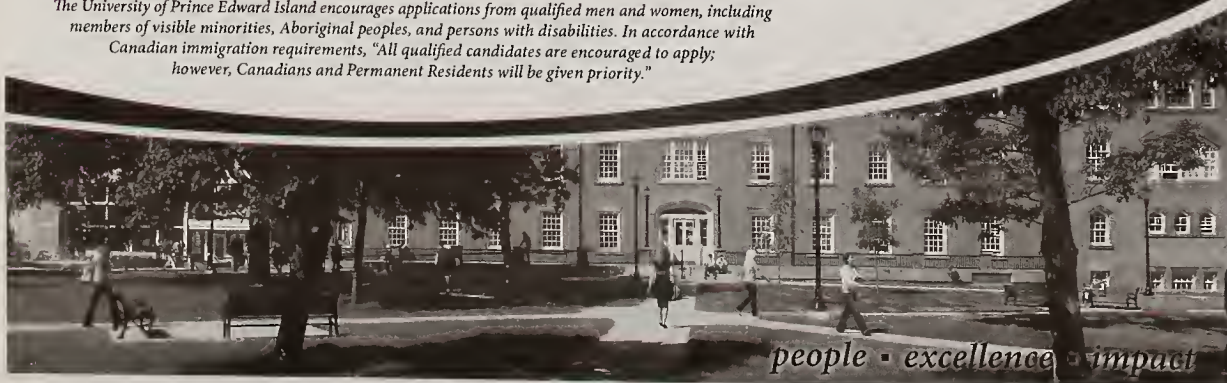
All Tenure-Track and Term Contract positions normally start July 1, 2009. Candidates should apply by December 15, 2008, when shortlisting begins.

Please note that all positions and their tenure-track status are subject to final budgetary approval. Salary and rank are dependent on qualifications and experience. Candidates must submit a letter of application, curriculum vitae, and statements of teaching experience and teaching philosophy, and arrange to have three letters of reference forwarded to Human Resources.

Applications should be sent by standard mail or courier to:

**Human Resources  
University of Prince Edward Island  
550 University Avenue, Charlottetown  
Prince Edward Island, Canada C1A 4P3**

*The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, "All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority."*









# CAREERS CHANGES

**■ EDUCATION – University of Western Ontario.** The Faculty of Education at the University of Western Ontario in London, Ontario, Canada has two vacancies for full-time, non-tenure-track faculty appointments, one in Aboriginal Education and one in second language acquisition. FSL and ESL or another second language. Both positions are at the rank of Assistant Professor and will begin July 1, 2009. Successful candidates will teach in the BEd and graduate programs, while sustaining productive research and contributing to the life of the Faculty and university. Applicants for the position in Aboriginal Education must be Aboriginal Scholars with a PhD or equivalent, and demonstrated expertise in Aboriginal issues in education, preferably curriculum. Proficiency in an Aboriginal language would be an asset. If qualifications and experience for this position warrant a higher rank, the appointment will be made at the Associate Professor or Professor rank with tenure. Applicants for the position in FSL/ESL must hold a PhD or equivalent and be a strong theoretical background in SLA/applied linguistics. Fluency in French, classroom based teaching experience and experience in second language education among minority and majority populations are essential. Experiences and/or interest in working with Aboriginal communities would be an asset. The Faculty of Education at Western

is undergoing an exciting period of growth and development as it becomes increasingly established as Canada's foremost Faculty of Education. Part of a larger university community of approximately 26,000 full-time students, this dynamic and collegial Faculty includes 40 full-time faculty, supported by a dedicated team of part-time faculty, administrative staff and community-based partners. Guided by a progressive new Strategic Plan, the Faculty is committed to preparing knowledgeable, critical, creative and courageous educators and champions through its teaching, research and service just, equitable opportunities and outcomes for all individuals and communities, and through education. Qualified candidates should send an application package to the address below, including: 1. a description of scholarly interests and achievements and potential contributions to the Faculty; 2. a curriculum vitae; 3. a selection of reprints or preprints of scholarly writing; 4. teaching evaluations; 5. contact information for three referees. Dr. Julia O'Sullivan, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON, N6G 1G7; (Tel) 519-661-2060; (Fax) 519-850-2377; E-mail: [education@uwo.ca](mailto:education@uwo.ca). Consideration of applicants will begin on November 15, 2008, and will continue until the positions are filled. Positions are subject to budget approval. Applicants should have fluent written and oral communications skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**■ EDUCATION – University of Alberta.** The Department of Secondary Education, Faculty of Education, invites applications for a full-time tenure-track position at the Assistant Professor level in Curriculum Studies in Media and Youth or Culture. This position involves working in undergraduate teacher education and graduate studies. The successful candidate will have a doctoral degree and school teaching experience from one of the areas of media, art, design, English language, social studies or career and technology education. Preference will be given to candidates who demonstrate an interdisciplinary focus in their work and who research in the areas of media and youth or popular culture. Responsibilities will include teaching curriculum & learning courses in the undergraduate and graduate programs, supervising student research, program development, research and scholarly publication. Applicants should include a letter outlining potential contributions to the Department in teaching, research and service, a curriculum vitae, a sample of scholarly work, and the names of three referees. Consideration of applications will begin on November 15, 2008, and will continue until an appointment is made. Short listed candidates should be available for an interview in February, including a presentation to the Search Committee. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed modern buildings with world-class research laboratories and equipment. The University of Waterloo benefits from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall University" by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and a list of at least three references to the Faculty Search Coordinator via the online system at <https://ecadmi.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, visible minorities, native people and persons with disabilities.

**■ ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the Assistant Professor level. In very special cases, Full Professor in the following areas: 1. Signal Processing, with expertise in one or more of the following sub-areas: the theory of signal processing (e.g., sparse modeling, compressed sensing), multi-media processing (including speech, audio and video processing), and biomedical signal processing; 2. Mechatronics and Control, with a strong background in mechatronics and expertise in the area of control systems; 3. Control Systems, with a record of high quality theoretical research and, ideally, expertise in a significant application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed modern buildings with world-class research laboratories and equipment. The University of Waterloo benefits from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall University" by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and a list of at least three references to the Faculty Search Coordinator via the online system at <https://ecadmi.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, visible minorities, native people and persons with disabilities.

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## Tenure-Track Position

## Algebraic Topology

## Department of Mathematics & Statistics

The Department of Mathematics and Statistics at Memorial University of Newfoundland is undergoing a process of faculty renewal and will be making a number of tenure-track appointments, subject to budgetary approval.

The Department invites applications for a tenure-track Assistant Professor position in Algebraic Topology. Research in an area compatible with existing departmental research in Algebraic Topology would be an advantage.

Applicants must have an earned doctorate and an excellent publication record in Algebraic Topology. Candidates should have some teaching experience and the skills required to become an excellent teacher. Duties for the position include graduate teaching and supervision; undergraduate teaching and the development of a vigorous research program. Graduate courses in Point Set Topology, Homology and Homotopy Theory are regularly offered by the Department.

The closing date for applications will be November 17, 2008. Candidates should submit a Curriculum Vitae, a description of research and teaching interests; and the names and addresses (include e-mail) of at least three referees. Applications should be sent to: Head of Department (VPA-MAST-2007-002), Department of Mathematics & Statistics, Memorial University of Newfoundland, St. John's, NL, A1B 5X7 Canada. E-mail: [mathstat@mun.ca](mailto:mathstat@mun.ca); Internet: [www.math.mun.ca](http://www.math.mun.ca). You MUST use the code VPA-MAST-2007-002 on all correspondence.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.



## UNIVERSITY OF REGINA

## LEAD THE ADVANCEMENT OF KNOWLEDGE, UNDERSTANDING AND PRACTICE OF MANAGEMENT

The University of Regina is a comprehensive university with a growing national reputation for excellence in teaching and research, attracting the best and brightest minds and preparing them to excel in the global community. Make a difference as the next...

## DEAN OF BUSINESS ADMINISTRATION

Reporting to the VP, Academic, the Dean is responsible for representing and overseeing all operational and academic activities for the Faculty of Business Administration, including the Paul J. Hill School of Business (undergraduate), Kenneth Levene Graduate School of Business and the Centre for Management Development (executive). As Dean, you will focus on internal and external relationship building to support the mission of the Faculty. Serving as a leader and mentor, you will facilitate advancement in research, recruitment and retention. Your approach will enhance the strong reputation and competitiveness of the Faculty as a destination of choice across diverse groups of learners.

You are a consultative leader with proven academic and professional accomplishments and a demonstrated commitment to teaching, research and service to the community. You are able to build upon existing programs and strategies and marshal resources as necessary. Help prepare the leaders of today for tomorrow. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self-identify on their applications. Please indicate your interest in Project 8963 through the "For Candidates" section of [www.caldwell.ca](http://www.caldwell.ca) or by email to [resumes@cadwell.ca](mailto:resumes@cadwell.ca). Visit [www.regina.ca](http://www.regina.ca) for more information.

## THE CALDWELL PARTNERS

## MEMORIAL UNIVERSITY







# CAREERS CARRIÈRES

excellente maîtrise du français et une connaissance adéquate de l'anglais. La personne choisie participera aux efforts de recherche du département et enseignera des cours au niveau des 1er, 2e et 3e cycles. Reconnue pour son caractère innovateur, l'Université de Waterloo offre de remarquables possibilités de développement professionnel et personnel. À l'intérieur de la Faculté des arts, le département d'études françaises forme une communauté dynamique vouée à l'excellence en recherche et en enseignement à tous les niveaux. Prière de faire parvenir directement avant le 15 décembre 2008, une lettre d'intention, un curriculum vitae, trois lettres confidentielles de recommandation, et tout document relatif à vos réalisations dans l'enseignement à l'adresse suivante: M. François Paré, Directeur, Département d'études françaises, Université de Waterloo, Waterloo, Ontario, N2L 3G1. Télécopieur: (519) 725-9554. Courriel: f.pare@uwaterloo.ca. Tous les candidats qualifiés sont invités à soumettre leur candidature; cependant, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université de Waterloo encourage les candidatures de toutes les personnes qualifiées, y compris les femmes, les membres de minorités, les autochtones et les personnes handicapées. L'attribution de ce poste dépendra des fonds disponibles.

**F** **■ FILM STUDIES – University of Western Ontario.** The Department of Film Studies, The University of Western Ontario (<http://www.uwo.ca/film/>) invites applications for one position, to begin 1 July 2009, at the rank of Associate Professor with Tenure (specialization open). It may be possible to make an appointment at the rank of full Professor. A distinguished and dynamic record of publication and teaching in Film Studies is essential. The candidate would be expected to complement the department's existing strengths in national cinema, film theory, film history and gender and sexuality studies. The candidate should also contribute to an undergraduate curriculum focused on national, transnational, regional and indigenous cinema. He or she would also have an opportunity to take a leadership role in the Department's Global Film Program, "Critical Studies in Global Film Cultures", launched in 2008-09. Candidates who have cross-disciplinary interests in other fields of visual culture and digital media are also encouraged to apply. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should have fluent written and oral communication skills in English.

English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Please send a letter of application, curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to: Professor Chris Gritings, Chair, Department of Film Studies, University College, Room 78, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Please feel free to contact Professor Gritings with questions about the position or the Department (519-663-3307). Applications must be received by 01 December 2008.

**■ FINANCE – University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Finance, for appointments beginning 2009. Rank is open. A Chair Professorship is possible for an outstanding senior candidate. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our graduate programs. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2008, we will add over 50,000

square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promise initial salary commensurate with qualifications. Members produce theoretical and empirical research on asset pricing, corporate finance, derivatives, investments, and financial econometrics. Our faculty are associated with the Institute for Quantitative Finance and Insurance, which coordinates research activities in finance and actuarial science across the University. For further information, visit <http://www.uwaterloo.ca>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The School offers undergraduate and graduate programs in financial management and accounting, along with a Master's program in finance in collaboration with the Department of Statistics and Actuarial Science, and a PhD program. Details about these programs may be found at <http://fsal.uwaterloo.ca>. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research interests electronically. In addition, three referees should send letters directly to The Director of Human Resources, The University of Waterloo, 200 University Ave., Waterloo, Ontario, N2L 2G1. Review of applications will continue until the positions are filled.

**■ FINANCE – University of Toronto Scarborough.** The Department of Management at the University of Toronto Scarborough (UTSC) invites applications from qualified candidates for a tenure stream position at the rank of Assistant Professor in Finance. The appointment will be effective July 1, 2009. A PhD or DBA (completed or near completion) is required, preferably with a strong teaching and research experience. The position requires research and teaching at both undergraduate and graduate level. We are interested in candidates who are prepared to make a commitment to building a strong undergraduate program in Management at UTSC, a suburban campus of the University of Toronto, while also participating in the graduate life of the university at the Rotman School of Management. Salary will be commensurate with qualifications and experience. Additional information on the Department can be found at <http://www.utoronto.ca/utsc/management> and the Rotman School of Management at <http://www.rotman.utoronto.ca/index.html>. Applicants should apply online at <http://www.jobs.utoronto.ca/faculty.htm> (Internet Explorer and PC required). Job Number 0801075. Please send a curriculum vitae and research interests with a current curriculum vitae, an example of written work and any evidence of excellent teaching. The letters of reference should be sent directly to: Professor Michael Krashinsky, Chair, Department of Management, University of Toronto Scarborough, 1255 Military Trail, Toronto, ON, Canada, M1C 1A4. The deadline for applications is November 28, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**■ FRANÇAIS – Université Dalhousie.** Le département de français de l'Université Dalhousie sollicite des candidats pour un poste menant à la performance littéraire française, au rang de professeur adjoint. La date d'entrée en fonction est le 1er juillet 2009. Le candidat idéal aura une spécialisation en littérature de la Renaissance ou, à défaut, du Moyen âge. Une spécialisation secondaire ou un intérêt attesté en théorie littéraire, en études féminines ou en études cinématographiques constitueront un atout. Ce poste est sujet à l'approbation budgétaire. Les qualifications requises sont: un doctorat obtenu avant l'entrée en fonction, une solide expérience de recherche et une expérience pédagogique directement liée aux charges énoncées d'enseignement. Le candidat retenu dispensera des cours aux niveaux du baccalauréat, de la maîtrise et du doctorat. La nature des cours à enseigner exigera que le candidat possède une maîtrise parfaite de la langue française. Le salaire sera déterminé en fonction des qualifications et de l'expérience du candidat. Le délai de réception des candidatures est fixé au 14 novembre 2008. Les demandes, qui comprendront entre autres un C.V., des lettres de recommandation, trois lettres de recommandation transmises directement par les référents, les lettres de référence et le curriculum vitae, seront adressées à: M. Vittorio Frigero, Directeur, Département de français, Université Dalhousie, Halifax, NS, B3H 1P9. Tous les candidats sont encouragés à poser leur candidature; toutefois, les citoyens canadiens et les immigrants reçoivent la priorité. L'Université soutient à la politique de l'équité en matière d'emploi et encourage des candidatures de toutes les personnes qualifiées, y compris les femmes, les membres de minorités, les autochtones canadiens et les personnes handicapées.

**■ FRENCH – Dalhousie University.** The Department of French at Dalhousie University invites applications for a full-time tenure stream appointment as Assistant Professor of Lecturer (commencing July 1, 2009) in French Literature, with specialization in the Renaissance period. The successful candidate should have a PhD in French Literature, a sub-specialization or demonstrable interest in literary theory, women's studies or cinema studies would be an asset. This position is a tenure stream position. Candidates should have a PhD in hand, preferably strong teaching experience and background and a commitment to research responsibilities. The nature of the courses to be taught requires the candidate to be a native or near-native speaker of French. Salary will be commensurate with qualification and experience. The deadline for applications is November 14, 2008. Applicants should send, in hard copy, a letter of application, complete curriculum vitae, a statement of research and teaching interests and philosophical approach to research, competence, and arrange to have three confidential original letters of professional recommendation forwarded to Dalhousie University, separate cover to: Dr. Vittorio Frigero, Chairperson, Department of French, Dalhousie University, Halifax, Nova Scotia. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Diversity is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal People, persons with a disability, visible minorities, and women.

**■ FRENCH STUDIES – University of Waterloo.** The Department of French Studies at Waterloo invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor, commencing August 1, 2009. The successful candidate will hold a PhD in French Studies, with a specialization in early modern French literature (Middle Ages to 17th century inclusively), as well as a solid knowledge and practice of electronic editing, publishing, and archiving of literary texts. Candidates should have a native or near-native knowledge of French and a good command of English. Outlets will include participation in the department's research initiatives, and the teaching of graduate and undergraduate courses. Canada's most innovative university, the University of Waterloo offers tremendous opportunities for professional and personal development. Within the Faculty of Arts, the Department of French Studies forms a dynamic and interdisciplinary environment to excellence in research and teaching at both the undergraduate and graduate levels. Applications, including a cover letter, curriculum vitae, three confidential letters of recommendation, and evidence of successful teaching, should be sent directly, no later than December 15, 2008, to: François Paré, Chair, Department of French Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Fax: (519) 725-9554. E-mail: f.pare@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal people, and persons with disabilities. The appointment is subject to the availability of funds.

**■ GEOGRAPHY – University of Guelph.** The Department of Geography at the University of Guelph invites applications for a tenure-track position in Human-Environment Relations at the Assistant Professor level. Applicants should have a strong academic background with expertise in human, theoretical, or applied perspectives on human-environment relations. Research interests may include environmental planning, environmental policy, environmental governance, gender and environment, and political ecology. The successful candidate must have a PhD in Geography or a related discipline, an established record of scholarly research, and a demonstrated commitment to excellence in teaching. The appointee will be expected to contribute to undergraduate and graduate teaching programs, advise and mentor students, and develop a strong, externally funded research program. The position will commence July 1, 2009. An application, including a curriculum vitae, a statement of research interests, and the names of three referees, should be submitted in writing (no electronic applications will be accepted) no later than December 15, 2008 to Dr. W.G. Nickling, Chair, Department of Geography, College of Social and Applied Human Sciences.



## Assistant Professor, Accounting and Management Information Systems

Applications are invited for a full-time position in Management Information Systems (MIS) beginning July 1, 2009. An appointment at the assistant professor position is anticipated, but appointment at another rank will be considered. Salary and rank will depend on experience and qualifications, which must include a PhD or equivalent, completed or nearly so.

The Department of Accounting & MIS and the School of Business expect a strong research contribution and excellent teaching from all faculty members. The interests of our MIS-related research group span diverse domain areas such as electronic commerce, collaborative systems, telecommunications, and meta-heuristic algorithm design. The candidate's willingness to establish partnerships and linkage with the IS community would be an asset.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

The competition remains open until the position is filled. Interested applicants may apply to:

Peter Tlassen, Chair  
Department of Accounting & MIS  
School of Business  
University of Alberta  
Edmonton AB T6G 2R6  
Email: AMIS@ualberta.ca  
Fax: (780) 492-3325

Online: <http://www.careers.ualberta.ca/Support/CompetitionDetails.aspx?key=3799>

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)



## Schulich School of Medicine & Dentistry | The University of Western Ontario Schulich Clinician-Scientist Award

The Schulich School of Medicine & Dentistry at The University of Western Ontario is seeking an outstanding clinician-scientist for a full-time position at the rank of Assistant Professor; exceptional applicants will be considered for an appointment at a higher level. The successful applicant will establish a vigorous translational research program, and be integrated into the teaching and clinical care activities of the appropriate clinical department of Schulich Medicine or Schulich Dentistry. s/he will also be appointed to a basic science department within the Schulich School of Medicine & Dentistry and contribute to teaching and supervision of graduate students. The successful candidate will hold the title "Schulich Clinician-Scientist". The goal of this program is to recruit clinician-scientists with high potential for research leadership.

The candidate would be a member of one of the following disciplines: Anesthesia & Perioperative Medicine, Clinical Neurological Sciences, Dentistry, Diagnostic Radiology, Emergency Medicine, Family Medicine, Internal Medicine and associated sub-specialties, Nuclear Medicine, Obstetrics/Gynecology, Oncology, Ophthalmology, Otolaryngology, Paediatrics, Pathology, Physical Medicine & Rehabilitation, Psychiatry or Surgery.

Remuneration and contractual arrangements will be commensurate with experience and qualifications. Candidates must hold an MD or DDS degree (or equivalent) and be eligible for licensure in the Province of Ontario. In addition, the candidate must have a PhD (or equivalent research training) and a record of research productivity that positions them for success as an independent clinician-scientist. Appointments in clinical departments of Schulich Medicine will be as clinical academics. Appointments in Schulich Dentistry will be at the rank of Assistant or Associate Professor in a probationary (tenure-track) position.

With a full-time enrollment of about 34,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The campus is located in London, a city of 450,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, art galleries, theatre, music and sporting events as would be expected of a larger centre. Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Applicants should send 1) curriculum vitae, 2) reprints of selected publications, 3) brief statement of plans for future research, and 4) names of three references to: Dr. Carol P. Herbert, Dean, Schulich School of Medicine & Dentistry, The University of Western Ontario, London, Ontario, CANADA N6A 5C1. Consideration of applicants will include an assessment of previous performance, qualifications (including qualifications which go beyond the requirements for the position) and experience. Applications will be accepted until the position is filled. Review of applications will begin after November 1, 2008.

For additional information, please see:  
[www.schulich.uwo.ca/research/index.php?page=OtherLinks](http://www.schulich.uwo.ca/research/index.php?page=OtherLinks)  
[www.schulich.uwo.ca](http://www.schulich.uwo.ca)  
[www.goodmovelondon.com](http://www.goodmovelondon.com)

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.







program. With respect to teaching, we are currently using a variety of teaching experiences and/or interests related to information systems, cataloging and classification, collections, management, reference services, and, and, and, and, and, and, such as health, legal, or government information. An interest in teaching in our undergraduate program in Media, Information, and Technology would also be an asset. The Faculty and Information Science at FIMS is a research intensive graduate program that is currently home to approximately 260 MIS students and a PhD candidate. Expected areas of disciplinary and cross-disciplinary thinking and the interweaving of theory and practice in professional and scholarly contexts, the graduate programs in LIS are designed to provide students with the skills and application of firm knowledge base of librarianship to the problems and challenges posed by current information environments. For more information on the graduate programs of its courses see available at <http://www.fims.uwo.ca>. The Faculty of Information and Media Studies is one of eleven Faculties in the University of Western Ontario.

**MANAGEMENT COMMUNICATIONS** University of Western Ontario. The Richard Ivey School of Business seeks candidates for the position of Assistant Professor of Management Communications teaching group. The position is available as of July 1, 1997. The successful candidate will demonstrate exemplary teaching competency, strong enthusiasm for teaching and will have a PhD (or close to completion) in Communication, Organizational Behavior, Literature, or Psychology. While all strong candidates are encouraged to apply, the current areas of research strength (emerging markets, entrepreneurship, building sustainable value, leading cross-cultural, public policy issues) will be a consideration. For more information, visit the website <http://www.ivey.ca/research/> or write to the Richard Ivey School of Business, London, Canada, a recognized worldwide for the quality of its management education and research. The successful candidate will be offered a highly regarded MBA program and undergraduate program, a well established doctoral program, and a strong focus on business management; as well as, an expanding portfolio of programs for executives, including executive education programs in Hong Kong. The Canadian Executive MBA locations are located at the Exchange Tower in downtown Toronto. This area is located in the heart of the city, close to the Exhibition Centre. This position is subject to budget approval. Applicants should have full Canadian citizenship and a minimum of 5 years' experience. Anglo-qualified candidates are encouraged to apply; however, Canadian citizens are preferred. The Richard Ivey School of Business is an equal opportunity employer. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified persons.



# CAREERS CARRIÈRES

and men, including visible minorities, aboriginal people and persons with disabilities. Submission deadline is November 30, 2008, although applications will be accepted until the position has been filled. For information on how to apply, please visit our website at [www.ivey.uwo.ca/faculty/Career\\_Opps.htm](http://www.ivey.uwo.ca/faculty/Career_Opps.htm).

**■ MANAGEMENT SCIENCE – University of Western Ontario.** The Richard Ivey School of Business seeks candidates for a position in the Management Science teaching group. There is a possibility, subject to budget approval, that the position would lead to a tenure-track role. This position is available as of July 2009. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching and will have a PhD (or equivalent) in MS/OR, statistics or a closely related field. Ability to teach the core undergraduate management science and statistics course including data analysis, cost modeling and management science is essential. Ability to offer new elective courses is highly desired. The candidate's research should have strong potential. The Management Science group supports research in all applied areas of management science. The School supports high quality management-oriented research targeted at top tier academic journals in all management disciplines. While all strong candidates are encouraged to apply, those with research interests in one of the School's current areas of research strength (emerging markets, entrepreneurship, building sustainable value, leading cross-enterprises, public policy, health care, and consumer behaviour; see <http://www.ivey.uwo.ca/research/>) will be given special consideration. The Richard Ivey School of Business, London, Canada, is recognized worldwide for the quality of its management education and research. The School's major activities include: a highly regarded MBA program and undergraduate program; a well established doctoral program active in most major areas of management; as well as, an expanding portfolio of programs for executives, including an Executive MBA delivered in Canada and Hong Kong. The Canadian Executive MBA facilities are located at the Exchange Tower in downtown Toronto. The Asia campus is located at the Hong Kong Convention and Exhibition Center. This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcome applications from all qualified women and men, including visible minorities.

**■ MANAGEMENT SCIENCE – University of Western Ontario.** The Richard Ivey School of Business seeks candidates for a (visiting/adjunct) Professor or Associate Professor in the Management Science teaching group. There is a possibility, subject to budget approval, that the position would lead to a tenure-track role. This position is available as of July 2009. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching and will have a PhD (or equivalent) in MS/OR, statistics or a closely related field. Ability to teach the core MBA management science and statistics course including data analysis, cost modeling and management science is essential. Ability to offer new elective courses is highly desired. The candidate's research should have strong potential. The Management Science group supports research in all applied areas of management science. The School supports high quality management-oriented research targeted at top tier academic journals in all management disciplines. While all strong candidates are encouraged to apply, those with research interests in one of the School's current areas of research strength (emerging markets, entrepreneurship, building sustainable value, leading cross-enterprises, public policy, health care, and consumer behaviour; see <http://www.ivey.uwo.ca/research/>) will be given special consideration. The Richard Ivey School of Business, London, Canada, is recognized worldwide for the quality of its management education and research. The School's major activities include: a highly regarded MBA program and undergraduate program; a well established doctoral program active in most major areas of management; as well as, an expanding portfolio of programs for executives, including an Executive MBA delivered in Canada and Hong Kong. The Canadian Executive MBA facilities are located at the Exchange Tower in downtown Toronto. The Asia campus is located at the Hong Kong Convention and Exhibition Center. This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcome applications from all qualified women and men, including visible minorities.

aboriginal people and persons with disabilities. Submission deadline is December 31, 2008, although applications will be accepted until the position has been filled. For information on how to apply, please visit our website at [www.ivey.uwo.ca/faculty/Career\\_Opps.htm](http://www.ivey.uwo.ca/faculty/Career_Opps.htm).

**■ MANAGEMENT SCIENCES (INFORMATION SYSTEMS) – University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for full-time, professional appointments at any level: assistant, associate or full, to begin May 2009 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial/systems engineering or a field related to applied operations research. Current research thrust areas in the department include Energy, Healthcare Logistics and Supply Chain Management and Optimization. Individuals in any area of Operations Research are encouraged to apply, but we are particularly seeking those with interests in stochastic processes and probabilistic modelling. Industrial experience is highly desirable. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MEng, MSc and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities in Operations Research, Management of Technology and Information Systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is short-listed. Applications are to be submitted electronically at <https://www.mansc.uwaterloo.ca/OFAS/>. Consideration of candidates will continue until the positions are filled. For further information, please contact the chair of Management Sciences, Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: [erjewkes@uwaterloo.ca](mailto:erjewkes@uwaterloo.ca). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals

including women, members of visible minorities, native peoples, and persons with disabilities.

**■ MANAGEMENT SCIENCES (OPERATIONS RESEARCH) – University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for full-time, professional appointments at any level: assistant, associate or full, to begin May 2009 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial/systems engineering or a field related to applied operations research. Current research thrust areas in the department include Energy, Healthcare Logistics and Supply Chain Management and Optimization. Individuals in any area of Operations Research are encouraged to apply, but we are particularly seeking those with interests in stochastic processes and probabilistic modelling. Industrial experience is highly desirable. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MEng, MSc and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities in Operations Research, Management of Technology and Information Systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is short-listed. Applications are to be submitted electronically at <https://www.mansc.uwaterloo.ca/OFAS/>. Consideration of candidates will continue until the positions are filled. For further information, please contact the chair of Management Sciences, Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: [erjewkes@uwaterloo.ca](mailto:erjewkes@uwaterloo.ca). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals

**■ MATHEMATICS – Brandon University.** Applications are invited for a tenure track appointment, subject to budget, in the Department of Mathematics & Computer Science at Brandon University in the area of Mathematics. PhD in mathematics preferred, however, ABD candidates will also be considered. The successful applicant will be expected to teach undergraduate courses, maintain a research program, and have the potential to supervise Master's students. Application Deadline: December 7, 2008, or until the position is filled. Date of Appointment: August 1, 2009. Rank and Salary: Commensurate with qualifications and experience. Applications should include curriculum vitae, a letter of application, citizenship or Canadian immigration status, and e-mail contact information for three referees. If applying via e-mail, submissions should be in a single file of a reasonable size. Dr. Austin Gulliver, Dean of Science, Brandon University, Brandon, Manitoba, R7A 6A9; Tel: (204) 727-9525; Fax: (204) 728-7346; e-mail: [gulliver@brandonu.ca](mailto:gulliver@brandonu.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

**■ MATHEMATICS (COMBINATORICS & OPTIMIZATION) – University of Waterloo.** The Department of Combinatorics and Optimization (<http://www.math.uwaterloo.ca/CanO...Opt/>) at the University of Waterloo invites applications for two or more tenure-track faculty positions. Applicants should have research interests in one of the six main areas covered by the department: algebraic combinatorics, continuous optimization, cryptography, discrete optimization, graph theory and quantum computing. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected references (optional). In addition, at least three reference letters should be submitted. The closing date for receipt of applications

UNIVERSITY OF THE FRASER VALLEY

UFV has Sessional Faculty openings in the Winter 2009 semester in the following disciplines:

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- MODERN LANGUAGES – PUNJABI
- TEACHER EDUCATION PROGRAM
- SOCIAL WORK AND HUMAN SERVICES
- UPGRADING AND UNIVERSITY PREPARATION

The University of the Fraser Valley is the school of choice for 11,000 students annually pursuing more than 80 degree, diploma and certificate programs. We are committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation.

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## Faculty of Education positions

The U of C has an ambitious plan to transform our university into an international leader. We are seeking exceptional faculty to join us in realizing our plan and our commitment to student success, high-quality research and scholarship, and return to community.

The Faculty of Education is inviting applications for the following positions:

### Associate Professor, School and Applied Child Psychology (#6733)

For this tenure-track position, you must be eligible for chartering as a psychologist in Alberta. You have a PhD, or are ABD, in school psychology or a related field, strong research and publication record, versatile teaching capability, and can work in cross-disciplinary contexts. You have demonstrated potential in psychological and psycho-educational assessments, and school psychology interventions.

### Assistant Professor, Secondary School Science Education (#7045)

For this five-year, limited-term appointment with the potential for tenure-track, you have experience in distance education. You have a PhD in science education, interest and capability in general curriculum studies, rich knowledge of school systems, change skills, successful teaching and leadership experience in school and university settings, and are effective in a collaborative culture.

### Assistant Professor, Educational Leadership (#7047)

For this tenure-track position, you have experience in distance education. You have a PhD in educational leadership, successful teaching and leadership experience in school and university settings, and are effective in a collaborative culture.

Visit Human Resources ([ucalgary.ca/hr/careers](http://ucalgary.ca/hr/careers)) and search with the four-digit job code. Prospective faculty can contact the Faculty Recruitment and Resource Office ([ucalgary.ca/hr/frrro](http://ucalgary.ca/hr/frrro)) for information about relocating to Calgary.

The U of C respects, appreciates and encourages diversity. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority.

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## CAREERS OPPORTUNITIES

is December 12, 2008. Inquiries may be addressed to [compgil@math.uwaterloo.ca](mailto:compgil@math.uwaterloo.ca). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and permanent residents of Canada will be given priority.

**MATHEMATICS (MATHEMATICAL THEORETICAL PHYSICS)** — University of Waterloo. Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo. In the field of Mathematical/Theoretical Physics, to begin on or after July 1, 2009. The position is at a senior level and salary will be commensurate with experience and research record. In exceptional cases, an appointment at a higher level may be possible. We are particularly interested in applicants with expertise in the areas of gravity, quantum gravity or cosmology. Candidates should show evidence of outstanding potential in research and should have a strong background in both mathematics and physics. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at the undergraduate level. The University of Waterloo is a very active and large centre for research in Mathematical Physics. The successful applicant must hold an Associate Membership at the Independent Professional Institute for Theoretical Physics ([www.pii-institute.ca](http://www.pii-institute.ca)) and/or Institute for Quantum Computing ([www.iqc.uwaterloo.ca](http://www.iqc.uwaterloo.ca)) at the University of Waterloo. Candidates should send a curriculum vitae, including a statement of research interests and teaching philosophy, via email to [amposil@math.uwaterloo.ca](mailto:amposil@math.uwaterloo.ca).

math.uwaterloo.ca with "MP-position" in the subject line. Applicants should also arrange to have at least three reference letters emailed to this address. Alternatively applications and reference letters can be sent to K.G. Lamb, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is November 30, 2008. Applications received after this date will be considered until the position has been filled. The Department of Applied Mathematics is part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty also includes the Department of Pure Mathematics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science. We maintain close ties with the Faculties of Science and Engineering regarding both research and teaching, and we offer a joint undergraduate program in Mathematical Physics with the Department of Physics. Further information about the Department may be obtained from our website at [math.uwaterloo.ca/AM\\_Dept](http://math.uwaterloo.ca/AM_Dept). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**MATHEMATICS (OPERATIONS RESEARCH)** — University of Waterloo. The Department of Combinatorics and Optimization ([http://www.math.uwaterloo.ca/CO\\_Dept](http://www.math.uwaterloo.ca/CO_Dept)) at the University of Waterloo invites applications for one or more tenure-track faculty positions.

In operations research. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to seek out and participate in industrial collaborations, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to [comop@math.uwaterloo.ca](mailto:comop@math.uwaterloo.ca). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

**MATHEMATICS (QUANTUM COMPUTING)** — University of Waterloo. The Department of Combinatorics and Optimization ([http://www.math.uwaterloo.ca/CO\\_Dept](http://www.math.uwaterloo.ca/CO_Dept)) at the University of Waterloo invites applications for one or more tenure-track faculty positions in quantum computing. Successful applicants will be appointed to the Department of Combinatorics and Optimization and will be members of the Institute for Quantum Computing. In addition, there will be

an opportunity to participate in activities in the Centre for Applied Cryptographic Research and the nearby Perimeter Institute for Mathematical Physics. The intent is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. The effective date of appointment is July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to [comq@math.uwaterloo.ca](mailto:comq@math.uwaterloo.ca). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

**MATHEMATICS (QUANTUM INFORMATION THEORY)** — University of Waterloo. The Department of Combinatorics and Optimization ([http://www.math.uwaterloo.ca/CO\\_Dept](http://www.math.uwaterloo.ca/CO_Dept)) at the University of Waterloo invites applications for one or more tenure-track faculty positions in the area of quantum information theory. In addition to a faculty appointment in a department or school within the Faculty, the candidate will be teaching a research and an additional course for a period of 5 years with the possibility of renewal. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2009. Interested individuals should send their curriculum vitae, up to 5 selected reprints/preprints, and the names of three or more references. These can be uploaded to [www.iqc.uwaterloo.ca/mathphysics](http://www.iqc.uwaterloo.ca/mathphysics). For more information, please contact: IQC Appointment Committee, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Phone: (519) 888-4021; Fax: (519) 889-7610. Email: [comq@math.uwaterloo.ca](mailto:comq@math.uwaterloo.ca). The application review process will begin on November 30th, 2008. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply. In accordance with immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**MATHEMATICS (QUANTUM INFORMATION THEORY)** — University of Waterloo. The Department of Combinatorics and Optimization ([http://www.math.uwaterloo.ca/CO\\_Dept](http://www.math.uwaterloo.ca/CO_Dept)) at the University of Waterloo invites applications for one or more tenure-track faculty positions in the area of quantum information theory. In addition to a faculty appointment in a department or school within the Faculty, the candidate will be teaching a research and an additional course for a period of 5 years with the possibility of renewal. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2009. Interested individuals should send their curriculum vitae, up to 5 selected reprints/preprints, and the names of three or more references. These can be uploaded to [www.iqc.uwaterloo.ca/mathphysics](http://www.iqc.uwaterloo.ca/mathphysics). For more information, please contact: IQC Appointment Committee, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Phone: (519) 888-4021; Fax: (519) 889-7610. Email: [comq@math.uwaterloo.ca](mailto:comq@math.uwaterloo.ca). The application review process will begin on November 30th, 2008. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply. In accordance with immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**MATHEMATICS (QUANTUM INFORMATION THEORY)** — University of Waterloo. The Department of Combinatorics and Optimization ([http://www.math.uwaterloo.ca/CO\\_Dept](http://www.math.uwaterloo.ca/CO_Dept)) at the University of Waterloo invites applications for one or more tenure-track faculty positions in the area of quantum information theory. In addition to a faculty appointment in a department or school within the Faculty, the candidate will be teaching a research and an additional course for a period of 5 years with the possibility of renewal. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2009. Interested individuals should send their curriculum vitae, up to 5 selected reprints/preprints, and the names of three or more references. These can be uploaded to [www.iqc.uwaterloo.ca/mathphysics](http://www.iqc.uwaterloo.ca/mathphysics). For more information, please contact: IQC Appointment Committee, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Phone: (519) 888-4021; Fax: (519) 889-7610. Email: [comq@math.uwaterloo.ca](mailto:comq@math.uwaterloo.ca). The application review process will begin on November 30th, 2008. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply. In accordance with immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**MATHEMATICS (QUANTUM INFORMATION THEORY)** — University of Waterloo. The Department of Combinatorics and Optimization ([http://www.math.uwaterloo.ca/CO\\_Dept](http://www.math.uwaterloo.ca/CO_Dept)) at the University of Waterloo invites applications for one or more tenure-track faculty positions in the area of quantum information theory. In addition to a faculty appointment in a department or school within the Faculty, the candidate will be teaching a research and an additional course for a period of 5 years with the possibility of renewal. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2009. Interested individuals should send their curriculum vitae, up to 5 selected reprints/preprints, and the names of three or more references. These can be uploaded to [www.iqc.uwaterloo.ca/mathphysics](http://www.iqc.uwaterloo.ca/mathphysics). For more information, please contact: IQC Appointment Committee, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Phone: (519) 888-4021; Fax: (519) 889-7610. Email: [comq@math.uwaterloo.ca](mailto:comq@math.uwaterloo.ca). The application review process will begin on November 30th, 2008. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply. In accordance with immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**MATHEMATICS (QUANTUM INFORMATION THEORY)** — University of Waterloo. The Department of Combinatorics and Optimization ([http://www.math.uwaterloo.ca/CO\\_Dept](http://www.math.uwaterloo.ca/CO_Dept)) at the University of Waterloo invites applications for one or more tenure-track faculty positions in the area of quantum information theory. In addition to a faculty appointment in a department or school within the Faculty, the candidate will be teaching a research and an additional course for a period of 5 years with the possibility of renewal. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2009. Interested individuals should send their curriculum vitae, up to 5 selected reprints/preprints, and the names of three or more references. These can be uploaded to [www.iqc.uwaterloo.ca/mathphysics](http://www.iqc.uwaterloo.ca/mathphysics). For more information, please contact: IQC Appointment Committee, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Phone: (519) 888-4021; Fax: (519) 889-7610. Email: [comq@math.uwaterloo.ca](mailto:comq@math.uwaterloo.ca). The application review process will begin on November 30th, 2008. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply. In accordance with immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

gies, emissions reduction, and efficient building energy systems. The successful candidate must have a PhD, a significant record of research and teaching, and research or equivalent industry experience, demonstrated success in securing external research funding, and a commitment to teaching, research and the engineering profession. The successful candidate will be expected to be an effective undergraduate and graduate teacher and graduate-student supervisor, and be able to attract funding to support independent research programs yielding high quality peer-reviewed publications. Membership in a Canadian professional engineering association is required at the time of appointment, and within two years of appointment. At the Bachelor's level, the Department offers degrees in Mechanical, Aerospace, Biomedical, and Sustainable and Renewable Energy Engineering. At the Master's level, the Department offers degrees in Mechanical and Aerospace Engineering. There are excellent opportunities for research collaboration with industry, government institutes, and established faculty in the Department. The Department of Mechanical and Aerospace Engineering is a research-intensive department. The target start date is July 1, 2009, but the search process will continue until a suitable candidate is found. The Faculty of Engineering, with curriculum vitae, the names of three referees, and statements on teaching and research, should be sent to: Professor Mehtin T. Yavuz, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Telephone: (613) 520 5684; Fax: (613) 520 5715; Email: [mehtin.yavuz@carleton.ca](mailto:mehtin.yavuz@carleton.ca). Carleton University is an equal opportunity employer. Diversity within its community as a source of excellence, cultural enrichment, and social responsibility are valued. Those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, a compass persons with disabilities and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**MATHEMATICS (QUANTUM INFORMATION THEORY)** — University of Waterloo. The Department of Mechanical and Aerospace Engineering at the University of Waterloo invites applications for outstanding individuals for a tenure-track position at the assistant, associate, or full professor level. The Department of Mechanical and Aerospace Engineering is a research-intensive department. The target start date is July 1, 2009, but the search process will continue until a suitable candidate is found. The Faculty of Engineering, with curriculum vitae, the names of three referees, and statements on teaching and research, should be sent to: Professor Mehtin T. Yavuz, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Telephone: (613) 520 5684; Fax: (613) 520 5715; Email: [mehtin.yavuz@carleton.ca](mailto:mehtin.yavuz@carleton.ca). Carleton University is an equal opportunity employer. Diversity within its community as a source of excellence, cultural enrichment, and social responsibility are valued. Those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, a compass persons with disabilities and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

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objectives and interests, and the names, complete addresses, telephone and fax numbers, and email addresses of at least four referees. The curriculum vitae should be received by December 10, 2008 and be sent through surface mail to Professor Joann D. King, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055 Stn CSC, Victoria, BC, Canada, V8W 2Y5. The University of Victoria is an equal opportunity employer and encourages applications from women, persons with disabilities, visible minorities, and persons of any sexual orientation and gender identity. All qualified candidates are encouraged to apply. In accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

**MUSIC (COMPOSITION & THEORY)** — Memorial University of Newfoundland. Memorial University is home to Atlantic Canada's largest and most comprehensive school of music. Offering BMus programs in performance, music education (conjoint BMus/BMusEd), music history/literature and music theory/composition to 165 undergraduate students, the School also has graduate programs in performance, music pedagogy and conducting (M.Mus.) and in ethnomusicology (MA/PhD). The School's Memorial University of Newfoundland is the largest university in Atlantic Canada. As the province's only university, Memorial University is committed to the development and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, the University provides a stimulating and vibrant environment for learning in St. John's, a safe, friendly city with great historic charm, vibrant cultural life, and a wide range of outdoor activities. Salary for this position is dependent on qualifications and experience in accordance with terms of the Collective Agreement. In addition to the material noted above, candidates should send a letter of application, curriculum vitae, and names of three referees. All graduates should include academic transcripts. All candidates should ensure that their application includes evidence of excellent teaching. Electronic submission of applications is strongly encouraged. Please send applications to: [compos@mun.ca](mailto:compos@mun.ca). Search Committee: [search@mun.ca](mailto:search@mun.ca). The mailing address is: Search Committee, Memorial University of Newfoundland, St. John's, NL, A1B 5X6, Canada. Closing Date: 30 November 2008. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Memorial University of Newfoundland is an equal opportunity employer and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

**MUSIC COGNITIVE SCIENCE** — McMaster University. The School of Arts at McMaster University is seeking an outstanding individual for a tenure-track position at the Assistant Professor rank in the area of Music Cognition and Music Education. The successful candidate must have a doctoral degree in Music, and have a strong research program in the Cognitive Science of Music. The successful candidate must have an emphasis on educational applications. University-level training and a deep understanding in both music and psychology are essential. The candidate will be expected to teach in the McMaster University for Music and the Mind (<http://mim.mcmaster.ca>) and in coordinating the offerings of the Music program with this new initiative. The Institute involves collaborations between the Faculty of Humanities and the Faculties of Science, Engineering, and Health Sciences, with the goal of promoting multidisciplinary research in the scientific study of music. The ideal candidate's interests and strengths will both complement and connect existing strengths at McMaster in Music, Music Cognition, Perception, Neuroscience and Linguistic Cognitive Science. In addition to demonstrating accomplishment and future potential in research and publication, the candidate will be expected to teach one undergraduate music courses as well as courses associated with the new concentration in the Cognitive Science of Music. The Master's is a research-intensive university, with rich traditions in the areas of Music (with particular strengths in education, theory, and criticism), and Experimental Psychology (with particular strengths in perception, cognition, development, behavioural neuroscience and evolutionary psychology). Applicants should include a letter of application, full CV including a list of publications, and a statement of teaching and research interests. Candidates should arrange to have three confidential letters of reference sent directly to the address below. Applications and supporting documents should be sent to: Dr. Keith Kline, Director, School of the Arts, McMaster University, 1280 Main St. W., Hamilton, Ontario, L8S 4M8. Applications will be accepted until December 1, 2008. To be assured of consideration, all application materials should be received by the above date. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified candidates, including women, members of visible minorities, native peoples, and persons with disabilities.



McGill

## Assistant Professor in Theoretical Computer Science School of Computer Science

The School of Computer Science at McGill University invites applications for two tenure-track positions at the assistant professor level, to begin August 1, 2009, in the general area of theoretical computer science.

This includes broad areas of theoretical computer science such as algorithms and complexity analysis. For one of these, we are also particularly interested in the application of methods to areas such as geometric problem solving.

Complete pdf format applications, including a curriculum vitae, a list of publications with copies of two sample reprints, a research statement as well as a teaching statement, and the names and e-mail addresses of three references should be sent to [theory@cs.mcgill.ca](mailto:theory@cs.mcgill.ca).

Applications will be reviewed as soon as they are received. Applicants are strongly encouraged to apply by January 15th to ensure full consideration.

[www.mcgill.ca](http://www.mcgill.ca)



McGill

## Assistant Professor in Computational Biology School of Computer Science

The School of Computer Science at McGill University wishes to invite applications for a tenure-track position at the assistant professor level, to begin August 1, 2009. Applications for more senior positions are also welcome. We are searching for a computational biologist who is interested in one of the following areas: algorithms in bioinformatics, machine learning/statistical inference in bioinformatics, dynamical models in bioinformatics, and bioinformatics database and system design. Applicants should have a strong computational or mathematical background.

Bioinformatics at McGill University has greatly expanded over the past eight years and candidates would benefit from the world class medical school and biomedical research programs. The McGill Centre for Bioinformatics is composed of approximately 16 members who are involved in large scale projects that include (but are not limited to) areas such as genomics, epidemiology, functional genomics, proteomics, single cell imaging, structural biology, cheminformatics,

clinical informatics, modelling in physiology, and evolution.

Complete pdf format applications, including a curriculum vitae, a list of publications with copies of two sample reprints, a research statement as well as a teaching statement, and the names and e-mail addresses of three references should be sent to [bioinfo@cs.mcgill.ca](mailto:bioinfo@cs.mcgill.ca).

Applications should arrive before January 15th to be assured full consideration.

McGill University is the top-rated research university in Canada. It is located in the heart of vibrant, multicultural Montreal. More information on the School may be found at <http://www.cs.mcgill.ca>. For information on the McGill Centre for Bioinformatics, see: <http://www.mcgill.ca/bioinformatics/contact>

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

[www.mcgill.ca](http://www.mcgill.ca)







## CAREERS CORNER

In orthopaedics in the acute care setting or electrophysiology agents are preferred. Post doctoral training and a degree in Physical Therapy are desirable, but not required. The University of Western Ontario, with its affiliated teaching hospitals and research institutes, is known as one of Canada's premier centers for research in rehabilitation sciences and musculoskeletal health. The School of Physical Therapy is committed to solidifying a world class reputation in musculoskeletal health. It is one of five Schools within the Faculty of Health Sciences at UWO and of ten two postmaster level programs. In addition, the Faculty of Health Sciences offers an interdisciplinary PhD program in Rehabilitation Science and an undergraduate program in Health Sciences. For more information, see <http://www.uwo.ca/physp/>. This position is offered in collaboration with the Hand and Upper Limb Centre (HULC). The HULC is the largest upper extremity academic clinical program in North America. It has an internationally renowned clinical research program with an on-site clinical laboratory. For information, visit [www.hulc.uwo.ca](http://www.hulc.uwo.ca). The effective date of the appointment is July 1, 2009, however the start date is negotiable. Interested applicants should send their curriculum vitae, a brief statement of research interest/future plans and a summary of teaching philosophy and/or experience, together with the names and contact information of three references, to: Dr. S. Jayne Garland, Director, School of Physical Therapy, Faculty of Health Sciences, Room 1588, Eileen Clarke University, 1100 University Ave., London, Ontario, N6G 1K1; <http://www.uwo.ca/physp/>. The deadline for receipt of applications is January 15, 2009. Please quote Number HS-100 on all correspondence. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified individuals. The University is seeking an outstanding scholar in the area of regenerative medicine for a Tier I Canada Research Chair, Tenure-Track position ([http://www.chair.ca/web/home\\_e.asp](http://www.chair.ca/web/home_e.asp)) at the Assistant Professor level. The primary appointment will be in the Department of Physiology with cross-appointments to the Faculty of Applied Science (Department of Mechanical or Chemical Engineering). The successful candidate will be an emerging leader at the interface of stem cell re-

search in cardiovascular biology/physiology and biomedical engineering. He/she will be engaged in research applications in the general areas of cardiac repair or vascular tissue engineering and will be required to establish a leading-edge research program and pursue collaborative links with colleagues in the Cardiac, Circulatory and Respiratory Research Group, and scientists in the Faculty of Applied Science/Engineering. The candidate will supervise graduate students, teach, and make administrative contributions appropriate for the position. Queen's University is a campus with a global reputation in the heart of the vibrant Kingston community in the core of a UNESCO World Heritage site and the Thousand Islands region of southern Ontario (<http://www.queensu.ca/resources/pd/1/about/prospectus/faculty/facultyrecruitment2007.pdf>). Applicants must hold a PhD, MD/PhD or MD degree (or the equivalent) and have a track record in stem cell research at the postdoctoral or Assistant Professor level. Applications should include a curriculum vitae and a cover letter describing relevant research, background training, and the names and contact information of three references. The Canada Research Chair Program imposes no restrictions on non-residents with regard to nationality or gender identity of residents. Applicants should send their curriculum vitae, a brief statement of research interest/future plans and a summary of teaching philosophy and/or experience, together with the names and contact information of three references, to: Dr. John Fisher, Chair, Search Committee, Department of Physiology, Queen's University, Botterell Hall, Room 442, Kingston, ON, K7L 3N6, Canada. Review of submissions will commence January 1, 2009. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff of Queen's are governed by a collective agreement between Queen's University Faculty Association and the University which is posted at [www.queensu.ca](http://www.queensu.ca).

■ **POLITICAL SCIENCE** – Glenora College, York University. The Department of Political Science invites applications for a tenure-track position at the rank of Assistant Professor in the humanities and social sciences. It is located on its own separate, midtown campus. Candidates should possess a PhD (or expect completion by the end of 2009) in Political Science or a related field. The successful candidate must be able to teach and research in both French and English. Duties include teaching and supervising students at the undergraduate level, graduate teaching and supervision, research and administrative responsibilities. The successful candidate must be suitable for appointment to the Faculty of Graduate Studies. Preference will be given to candidates with teaching experience at the undergraduate and graduate levels, and contributions to the collegiality, reputation, and day-to-day operation of the Department and the University (e.g., service on committees, curriculum development, committee service). We seek a faculty member with a research focus within the field of international relations and commitment to developing the social program are more important than the particular area of specialization. Expertise in research methods and analysis techniques is desirable. To apply, submit a curriculum vitae (including citizenship status), description of research interests, teaching philosophy, interests and experience, reports of recent papers, and arrange for three confidential letters of reference to be sent electronically. The Department of Psychology, University of Victoria, PO Box 3800, STN CSC, Victoria, BC V8W 2Y2, Canada. Telephone: 250-721-7532. Email: [lgifford@uvic.ca](mailto:lgifford@uvic.ca). Web: <http://web.uvic.ca/psoc/> and <http://www.uvic.ca/psoc/>. The appointment will commence December 1, 2008 and will continue until the position is filled. The University of Victoria is committed to an employment equity program that includes special measures to achieve diversity among its academic staff. We encourage applications from persons with disabilities, visible minorities, Aboriginal people, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY** – University of Windsor. The University of Windsor invites applications for a tenure-track position in the Department of Political Science in the areas of International Relations and/or Comparative Politics, with a specialization in Post-Conflict Peacekeeping at the rank of Assistant Professor commencing July 1, 2009. For a detailed position description visit our website at <http://www.uwindsor.ca/facultypositions>. Contact: Dr. Norm Nale, Head, Department of Political Science, University of Windsor, 403 Sunset Avenue, Windsor, Ontario, N9B 3A4, Canada. Phone: (519) 253-3000, Ext. 2347. Fax: (519) 973-7094. Email: [tnale@uwindsor.ca](mailto:tnale@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6068 (toll free) or North American call center outside of North America at (313) 519-5614/320. Email: [recruitment@uwindsor.ca](mailto:recruitment@uwindsor.ca).

■ **PSYCHOLOGY** – University of Waterloo. The Department of Psychology at the University of Waterloo is seeking an individual to fill a tenure-track position in the field of social psychology (08010703), cognitive neuropsychology (08010704), or developmental psychology (08010705). The appointments will be at the rank of assistant professor and will begin on November 1, 2009. The successful candidate will have a PhD in psychology and will be expected to teach and supervise students at the undergraduate level, graduate teaching and supervision, research and administrative responsibilities. The successful candidate must be suitable for appointment to the Faculty of Graduate Studies. Preference will be given to candidates with teaching experience at the undergraduate and graduate levels, and contributions to the collegiality, reputation, and day-to-day operation of the Department and the University (e.g., service on committees, curriculum development, committee service). We seek a faculty member with a research focus within the field of social psychology and commitment to developing the social program are more important than the particular area of specialization. Expertise in research methods and analysis techniques is desirable. To apply, submit a curriculum vitae (including citizenship status), description of research interests, teaching philosophy, interests and experience, reports of recent papers, and arrange for three confidential letters of reference to be sent electronically. The Department of Psychology, University of Waterloo, 200 University Ave. W., Waterloo, ON N2L 3G1, Canada. Telephone: 519-888-4567 ext. 33054. Email: [psychology@uwaterloo.ca](mailto:psychology@uwaterloo.ca). Web: <http://www.psychology.uwaterloo.ca>. The appointment will commence December 1, 2008 and will continue until the position is filled. The University of Waterloo is committed to an employment equity program that includes special measures to achieve diversity among its academic staff. We encourage applications from persons with disabilities, visible minorities, Aboriginal people, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority.

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## UNIVERSITY OF REGINA

### Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, information, health, and social justice. It enjoys constructive relationships with its federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self-identify on their applications.

#### FACULTY OF ARTS

##### Tenure-Track Positions

In the Departments of Economics, English, Geography, Information Studies, Journalism, Justice Studies, Political Science, and Sociology & Social Studies

##### Term Positions

In the Department of Sociology & Social Studies

#### FACULTY OF BUSINESS ADMINISTRATION

##### Tenure-Track Positions

In the areas of Accounting/Taxation, Business Ethics, Finance, Human Resource Management/Organizational Behaviour, International Business, Marketing, and Operations Management

#### FACULTY OF FINE ARTS

##### Tenure Track Position

In the Department of Music

#### FACULTY OF KINESIOLOGY & HEALTH STUDIES

##### Tenure Track Positions

In the areas of Recreation & Sport Administration, Motor Control/Neural Integration of Human Movement, and Therapeutic Recreation and/or Adapted Physical Activity

#### FACULTY OF SCIENCE

##### Tenure-Track Position

In the Department of Biology (Microbiology)

For detailed descriptions on these positions, please visit [www.uregina.ca/hr/recruitment](http://www.uregina.ca/hr/recruitment)



UNIVERSITY OF  
REGINA

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3737 Wascana Parkway, Regina, SK S4S 0A2  
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[www.caut.ca/Bulletin](http://www.caut.ca/Bulletin)



## CAREERS CARRIÈRES

teaching, with a completed doctoral degree in Health Studies, Gerontology or a related academic discipline (such as Nursing, Social Work, Social Policy, Rehabilitation Science, or Adult Education). The preferred candidate will have demonstrated expertise in dementia and dementia care in more of the following areas: therapeutic interventions, interventions and prevention in dementia, psycho-social approaches to dementia, dementia care settings, and/or participatory action approaches to research, education and program and policy development related to dementia. Expertise in both quantitative and qualitative methodologies would be an asset. Salary range is commensurate with qualifications and experience. Anticipated start date is July 1, 2009, but the position will remain open until a suitable candidate is found. A covering letter, curriculum vitae and three letters of reference directly from referees should be sent to: Dr. Sue Shaw, Chair of the Advisory Committee on Appointments, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The review of applications will commence on November 1, 2008. Further information about the Faculty and the Department of Recreation and Leisure Studies and Health Studies and Gerontology can be found at <http://www.uwaterloo.ca>. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **RECREATION & LEISURE STUDIES** – University of Waterloo. Applications are being invited for a tenure-track position as Associate Professor in Recreation and Leisure Studies. The successful candidate will have a strong social science background and a ground with a PhD in recreation and leisure studies or related field. Applicants should be able to conduct research and teach in one or more of the following areas: philosophy and/or history of leisure; socio-cultural and/or cross-cultural analysis of leisure, tourism, parks and recreation; leisure, parks and/or tourism studies of diverse population groups. Demonstrated achievement in research and teaching is required. The position involves research, teaching at both the undergraduate and graduate level, and supervision of graduate students. Salary range is commensurate with qualifications and experience. Anticipated start date is July 1, 2009, but the position will remain open until a suitable candidate is found. Review of applications will begin on November 1, 2008 and continue until the position is filled. The Internationally recognized Department of Recreation and Leisure Studies is located within the Faculty of Applied Health Sciences and is concerned with the ways in which health and well-being are enhanced through the effective use of leisure. To this end, it is concerned with how individual, groups, and societies plan, organize and use resources for leisure, parks and tourism. The Department offers degrees at the Bachelor, Master's and Doctoral levels. Further information can be found at <http://www.uwaterloo.ca/recre/>. A cover letter including statement of research interests and teaching philosophy, curriculum vitae, names and contact information of three professional references should be sent to: Dr. Mark E. Havitz, Chair, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **REHABILITATION THERAPY** – Queen's University. School of Rehabilitation Therapy. Applications are invited for a tenure stream faculty position, Assistant Professor of Physical Therapy (PT) program as of July 1, 2009. The successful candidate will have a degree in PT degree, doctoral degree and research potential to establish an independent research program. Responsibilities of the position include teaching in the PT program and the research graduate program and contributing to the research agenda of the school. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, members of visible minorities, native peoples, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University posted at <http://www.queensu.ca/faculty> (Article 25.6.1). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Submit your application including a CV and 3 references to: Elsie G. Culham, Ph.D., Chair, Appointments Committee, School of Rehabilitation Therapy, Faculty of Health Sciences, Queen's University, Kingston, Ontario, K7L 3N6. Telephone: 613-533-6776, Fax: 613-533-6776.

■ **RELIGION & CULTURE** – Wilfrid Laurier University. The Department of Religion and Culture invites applications for a tenure track appointment at the rank of Assistant Professor, commencing July 1, 2009, subject to budgetary approval. The area of specialization is Religion and the Arts, addressing facets of religion in the verbal, visual and performing arts. Preference will be given to candidates with a PhD in religious studies, who are able to support the department's undergraduate and graduate programs. Including the PhD program in religious diversity in North America. ABDs and candidates from other disciplines are invited to apply provided they can demonstrate a commitment to teaching and research in the area and can support the doctoral program. Applicants may apply by email to: [religion@uwaterloo.ca](mailto:religion@uwaterloo.ca), but are also required to forward a hard copy of this cover letter, curriculum vitae, transcripts, sample publications and out-looks, and the names, addresses and contact information for three professional references, to: Dr. C. D. Duncan, Chair of the Search Committee, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, ON, N2L 3G5. Canada Questions: PhD by the time of appointment. The candidate must show: expertise in South Slavic

Department of Religion and Culture can be found at: <http://www.uwaterloo.ca/religion/culture>. The deadline for receipt of materials is Friday November 28, 2008. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, including persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Further information on the equity policy can be found at <http://www.uwaterloo.ca>, page 197 (10-1-04) 105-105.41. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

■ **RELIGIOUS STUDIES** – University of Saskatchewan. The Department of Religion and Culture at the University of Saskatchewan announces an opening for a tenure track position commencing July 1, 2009 at the rank of Assistant or Associate Professor with specialization in Chinese Religions. A completed PhD in a relevant area and/or teaching, a proven record of scholarship and research, clear vision for future research, and a plan to pursue external funding will be given high priority. Some administrative experience, organizational and human resource management skills, and potential ability to participate in an academic leadership role in the near future are desirable assets. All qualified candidates are encouraged to apply. However, citizens and permanent residents of Canada will be given priority. The University of Saskatchewan is an equal opportunity employer. Members of designated groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. Interested candidates should apply by Dec. 1, 2008 with a complete dossier including: a curriculum vitae, a letter of intent, a search interests, peer and student evaluations of teaching if available, three letters of reference, and a doctoral level transcript. Dr. Brian M. Simha, Head, Department of Religion and Culture, University of Saskatchewan, 107 Spadina Avenue, Saskatoon, SK, Canada, S7N 5A5. Tel: 306-966-4258, Fax: 306-966-5804; email: [brian.simha@usask.ca](mailto:brian.simha@usask.ca); Check website: [www.arts.usask.ca/faculty/employment/](http://www.arts.usask.ca/faculty/employment/).

■ **SCIENCE POLITIQUE** – Collège universitaire de l'Éducation, Université York. Le département de science politique sollicite des candidatures pour un poste au rang de professeur-adjoint/à l'enseignement à la permanence. Le Collège universitaire de l'Éducation est la faculté bilingue (français-anglais) d'arts libéraux de l'Université York. Il offre une formation de premier cycle en lettres et en sciences humaines. Son campus est situé en plein cœur de Toronto. Les candidats doivent obtenir le doctorat d'ici le fin de l'année 2009 en science politique ou dans une discipline apparentée. Les candidats doivent avoir une expérience de recherche et de l'enseignement au niveau du 1er cycle et des études supérieures, et qui possèdent un dossier solide de recherche et de publications. Tous les postes à York sont soumis à une évaluation budgétaire de l'Université York. Les demandes de poste doivent inclure une lettre de motivation, un curriculum vitae, un dossier d'enseignement, et un dossier de recherche. Les dossiers doivent être envoyés à Monsieur Terry Heinrichs, le directeur du département de science politique, Université York, 2275, avenue Bayview, Toronto, (Ontario), M2N 6L1. Le Collège universitaire de l'Éducation ne fait pas de faillie ethnique directement trois lettres de recommandation au directeur du département de science politique, dont une provenant de l'enseignement. Date d'échéance de soumission des candidatures: le 1er décembre 2008. A & B Les soumissions électroniques ne sont pas acceptées. L'Université York est un employeur qui soutient à un programme d'action positive. Pour plus d'informations sur le programme d'action positive, veuillez consulter le site WEB de l'Université à l'adresse [www.yorku.ca/acdp](http://www.yorku.ca/acdp) ou demandez une copie du programme auprès du bureau du programme d'action positive au numéro 416-736-3713. Toutes les personnes qualifiées sont encouragées à poser leur candidature, toutes les personnes qualifiées sont encouragées à poser leur candidature, toutes les personnes qualifiées sont encouragées à poser leur candidature.

■ **SCIENCES** – Ambrose University College. Ambrose University College invites applications for a permanent position in Biology starting fall of 2009. The area of specialty is, with preference to candidates in either Cellular/Molecular Biology or Biochemistry/Biochemistry. Candidates should have a completed PhD for one year or more and be able to teach and support the department to undergraduate teaching and be committed to integrating Christian faith and academic excellence. Salary will be commensurate with qualifications and experience. Applicants should send a curriculum vitae, letter of application, and statement of interest to: Dr. C. D. Duncan, Chair, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, ON, N2L 3G5. Canada Questions: PhD by the time of appointment. The candidate must show: expertise in South Slavic

literature and culture, broadly defined; promise or significant achievement in research and publication; and demonstrated excellence in university teaching. Excellent (in the field) of relevant knowledge of Bosnian/Croatian/Serbian and of English is required. The successful candidate will teach undergraduate and graduate courses in language, literature and culture (both in the original and in translation). Experience teaching Bosnian/Croatian/Serbian at an English language university to English-speaking students is required as is sensitivity to heritage speakers from a diverse linguistic community. The candidate should be able to operate effectively in a collegial environment. Interest in comparative or interdisciplinary fields, studies with qualifications and experience. Candidates are encouraged to apply online at the link below. Alternatively, candidates may send their applications in hard copy to the department. No e-mail applications will be accepted. Applicants are requested to send, either as attachments to their online applications or as part of the hard copy package, a letter detailing their research and teaching interests, a curriculum vitae, a short writing sample, and to have three confidential letters of recommendation sent under separate cover to: Professor Christina E. Kramer, Chair, Department of Slavic Languages and Literatures, Alumni Hall, 150 Joseph Street, Toronto, Ontario, M5S 1A4. Completed applications should be received in the department by November 17, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and other groups who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. For more information about the Department of Slavic Languages and Literatures, please visit our website at <http://www.uoft.toronto.ca/slavlinc> or Apply Online at <http://wwwjobs.uwaterloo.ca/faculty.htm>.

■ **SOCIAL INNOVATION** – University of Waterloo. The University of Waterloo's new initiative in social innovation generation is seeking one new tenure track faculty member to begin in August 2009/September 2009. Social Innovation Generation (SIG) is a new initiative funded by the J.W. McConnell family Foundation that is designed to address the role of knowledge production and integration in building capacity

of broad system change in Canada. The right candidate will have a PhD in Management, Engineering or Applied Social Science and a strong research background, with particular emphasis on innovation in complex systems. Other related research areas might include the social impacts of technical innovation, institutional entrepreneurship, resilience, transformational leadership, strategic process, organizational design, organizational behaviour, collaborative management, complexity theory, and/or whole system change. The ideal candidates will be interested in being part of problem solving teams, cross-functional and/or whole system change research and teaching context and interested in supporting applied projects. Particular evidence of interest in knowledge application and willingness to be involved in change initiatives nationally and in the community will also be valued. The new faculty member will work with the new McConnell Chair in Social Innovation and a team of six graduate students and other associated and full time faculty. They will collaborate with researchers across campus in such interdisciplinary centres as the Centre for Science, Technology and Society, Centre for Sustainability in Business, Centre for Knowledge Integration and the Centre for International Governance Innovation. They will help to launch a new graduate and undergraduate curriculum in social innovation and transformational leadership at the University of Waterloo. Review of applications will begin on October 15, 2008 and will continue until the position is filled. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor Frances Westley, Social Innovation Group, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **SOCIAL WORK** – University of Windsor. The University of Windsor invites applications for four tenure-track faculty positions in the School of Social Work. The proposed start date is July 1, 2009 with appointment to the rank of Assistant Professor. Applicants should hold a doctoral degree in Social Work by the date of appointment. However, candidates who are ABD will be considered in addition. Applicants must hold a Master of Social Work degree and a minimum of two years post degree practice experience. For a detailed position description visit our website at: <http://www.uwindsor.ca/facultypostings>. Contact: Dr. G. Brent An-

gell, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, ext. 3067; Fax: (519) 973-0303; Email: [angell@uwindsor.ca](mailto:angell@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Oraksh, Director, Faculty Recruitment at 877-665-6808 (Toll free) within North America, call collect outside of North America at 001-519-961-1432 or Email: [recruitment@uwindsor.ca](mailto:recruitment@uwindsor.ca).

■ **SOCIOLOGY** – Saint Mary's University. The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level or above. The department is a sociologist whose research is centered in the Sociology of Class and Critical Political Economy, and who will contribute to the Department's core curriculum by teaching Introduction to Sociology and other introductory level sociology courses. Candidates should have a PhD or be near completion. We encourage applicants to consult faculty web pages to determine how, as potential hires, candidates might enrich or expand the department's intellectual community. The Department offers undergraduate degrees in Sociology and Criminology as well as a Master of Arts Degree in Criminology. Saint Mary's University is committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. Applicants are asked to submit a curriculum vitae, an example of recent published work, a selection portfolio, and the names, addresses, and contact numbers for three referees. Application packages should be sent directly to: Dr. Evangelia Tzafaragou, Chairperson, Department of Sociology and Criminology, Saint Mary's University Halifax, Nova Scotia, B3H 3C9. Applicants are responsible for the selection portfolio, and the names, addresses, and contact numbers for three referees. The deadline for completed applications is January 2, 2009. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents.

■ **SOCIOLOGY** – University of the Fraser Valley. The Department of Social, Cultural, and Community Studies at the University of the Fraser Valley invites applications for a full-time, permanent appointment in Sociology to begin in August 2009. The department is seeking applicants in the primary teaching area of research methods (quantitative and qualitative) and research in Spanish to teach include equity and social justice. We are especially looking for candidates with a

strong background in community development and social justice who would complement and strengthen the current program. PhD in Sociology required; ABD with established defence date will be considered. Successful applicants will be expected to teach a variety of courses including: Research Methods and Introductory Sociology. Candidates should have evidence of superior teaching and research skills, and a commitment to engage in university and departmental committee work and to actively research, including participation in UVF's new Centre for Social Research. Success in pursuing externally funded research opportunities is desirable. Interest and experience in community-based research are definite assets. Advancing and mentoring of undergraduate majors are essential responsibilities. Interested individuals should send hard copies of the following materials: (1) a letter of application, including teaching and scholarly experience; (2) a current curriculum vitae; (3) a philosophical statement regarding teaching; (4) current teaching evaluations; (5) sample syllabi; (6) a sample of scholarly writing; and (7) three letters of reference. For ABD applicants, please submit (8) a graduate transcript and provide evidence (such as a letter from your Doctoral Chair) that a PhD will be completed by the time of appointment. Sample syllabi and evidence of degrees will be required at the time of the interview. The Selection Advisory Committee will begin reviewing applications on January 5, 2009; however, the position will remain open until filled. Please direct curriculum vitae or resume including evidence of appropriate qualifications, transcripts and reference letters, referring to POSTING 88-BC to: Employment Services, University of the Fraser Valley, 3384 King Road, Abbotsford, BC, Canada V2S 7M8. Tel: (604) 854-4554; Fax: (604) 854-1538; Website: [www.uvfu.ca](http://www.uvfu.ca). Email resumes to [employment@uvfu.ca](mailto:employment@uvfu.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. An effort to be both environmentally and fiscally responsible. UVF will contact only candidates receiving an offer. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

■ **SPANISH** – Queen's University. Queen's University Department of Spanish/Italian invites applications for a four-month term (five (5) credit courses). Qualifications for this position include a PhD or ABD status,

EDWARDS SCHOOL OF BUSINESS  
UNIVERSITY OF SASKATCHEWAN

## Assistant, Associate &amp; Full Professors

The Edwards School of Business, University of Saskatchewan, is seeking Assistant, Associate and Full Professors in several disciplines, effective July 1, 2009. Candidates at entry and mid-career levels will be considered. Salaries are commensurate with qualifications.

## Assistant/Associate/Full Professors of Accounting

Applicants are invited for tenure-track positions at the Assistant/Associate/Full Professor rank. Candidates who hold or are near completion of a Ph.D. in Accounting are encouraged to apply. We also encourage mid and late career faculty to apply. Although applicants in all areas of accounting will be considered, the Department is particularly interested in applicants with a specialization in financial accounting, auditing and tax.

Contact: Dr. Ganesh Vaidyanathan, Head  
Department of Accounting  
Edwards School of Business  
25 Campus Drive, University of Saskatchewan  
Saskatoon, Saskatchewan, Canada S7N 5A7  
Phone (306) 966-8416  
[vaidyanathan@edwards.usask.ca](mailto:vaidyanathan@edwards.usask.ca)

## Assistant/Associate Professors of Marketing &amp; Management

Applicants are invited for tenure-track positions in Marketing and Management at the Assistant/Associate Professor rank. Candidates in all Marketing and Management specializations are encouraged to apply. Specialties particularly desired are branding, customer relationship management, sales management, services, industrial/business to business marketing and international business. Interested applicants who hold or are near the completion of a Ph.D. in Marketing are encouraged to apply.

Contact: Dr. Marvin Painter, Head  
Edwards School of Business  
25 Campus Drive, University of Saskatchewan  
Saskatoon, Saskatchewan, Canada S7N 5A7  
Phone (306) 966-8439  
[painter@edwards.usask.ca](mailto:painter@edwards.usask.ca)

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Saskatchewan is located in Saskatoon, Saskatchewan, Canada. Saskatoon is a vibrant university city with a population approaching 230,000 people. The city is located on a river in the heartland of Saskatchewan. The city is well known for its summer festivals and riverbank events such as Shakespeare on the Saskatchewan, the Jazz Festival, River Fest Boat Races, the Children's Festival and the Fringe Festival to name a few. It has a progressive university serving approximately 20,000 students. The Edwards School of Business has an undergraduate business program with approximately 1,700 students. We also have exciting MBA and M.Sc. programs of study, and a Masters of Professional Accounting. For more information on the Edwards School of Business, please visit our website at <http://www.edwards.usask.ca>.

For more information on the City of Saskatoon, please visit the following websites at <http://tourismsaskatoon.com> and <http://www.downtownsaskatoon.com>.

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concept to creation

**DEPARTMENT OF AEROSPACE ENGINEERING**  
Tenure-Track Faculty Position

*Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.*

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## Tenure-Track Positions

The Irving K. Barber School of Arts & Sciences

**Indigenous Studies (Assistant Professor)**  
PhD in Indigenous Studies or a closely related discipline, a record of excellence in teaching and research, and familiarity with the culture, protocols and history of one or more Indigenous communities. Areas of specialization are open, but the ability to research and teach (at the graduate and

**Psychology (Assistant Professor)**  
Psychology intends to offer an accredited program in Clinical Psychology to supplement our current Experimental MAPHD graduate program. We seek to fill two positions in clinical psychology with candidates who are registered or eligible to register as a psychologist in the province of British Columbia. Candidates with a strong commitment to teaching and an established research program in behavioural and/or cognitive science, development, or health would best meet our program needs; however, individuals with other research interests are welcome to apply. Successful candidates will be expected to contribute to the development of our accredited program in Clinical Psychology and to undertake PhD, master's and diploma students.

■ **SPANISH** — Saint Mary's University, Halifax, Nova Scotia, is seeking applications for an entry-level tenure-track position in Spanish or the rank of assistant professor of Spanish. We are seeking an individual with a primary research profile in Latin American Studies, and a strong commitment to excellence in teaching Spanish language at all levels. The successful candidate will be expected to support and help develop course work in Latin American Studies and interdisciplinary approach. Applicants should hold a PhD or be near completion of the dissertation and have demonstrated proficiency in Spanish and English, and demonstrate familiarity with the Canadian university system. Saint Mary's University is an equal opportunity institution, and we are equally committed to serving the local, regional, national and international communities, a commitment which values thoughtful and creative approaches to learning, research programs, and contributes to lifelong learning. Its distinctly international focus is reflected in its recruitment of international students and study abroad opportunities. We are particularly interested in candidates who have demonstrated greater internationalization of the Saint Mary's curriculum as a way of engaging students and faculty in the intellectual, creative and work in a global environment. Letters of application accompanied by up-to-date curriculum vitae, a statement of interest, a writing sample and a teaching dossier including recent teaching evaluations should be sent to: Dr. George Nahon, Department of Languages and Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The deadline for applications is 15 November 8, 2008. E-mailed applications will not be considered. Although candidates of all nationalities are encouraged to apply, the

**UrbEn & a REGIONAL PLANNING** – University of Waterloo. The School of Planning at the University of Waterloo invites applications for two tenure-track positions. The positions will complement the School's existing strengths in urban and regional planning, and contribute to the Faculty of Environment's emerging strategic directions. Applicants should have a PhD in urban or regional land development, Infrastructure and sustainable communities. Familiarity with the public sector context, particularly municipalities, is an asset. The position in Regional Planning, with a focus on the interface between applied ecology and sustainable development, will be working closely in evaluating the impacts of planning decisions on biophysical/ecological processes. Applicants should have a strong command of English as a second language or as a first language. Requires a strong theoretical and practical understanding of environmental planning. Applicants should have or expect to receive a PhD in Planning or a closely related field and have a strong commitment to teaching and research. Candidates are expected to have strong references expected to qualify for membership in the Canadian Institute of Planners. Applications should be sent to: Waterloo School of Planning, 280 King Street West, Waterloo, Ontario N2L 3G1. Applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities are encouraged. Active persons, and individuals with disabilities, are encouraged to apply. However, Canadians and permanent residents will be given priority. Inquiries may be directed to: Dr. Peter D. Smith, Chair, Search Committee, at 519-885-1211 ext. 3440. E-mail: [psmith@uwaterloo.ca](mailto:psmith@uwaterloo.ca). All applications must be accompanied by a letter of interest, curriculum vitae, and a list of references.

**WRITING, RHETORIC & PROFESSIONAL COMMUNICATION** – University of Western Ontario, London, Ontario, Canada. The University of Western Ontario (<http://www.uwo.ca/arts/>) invites applications for the position of Director of Writing, Rhetoric, and Professional Communication. The successful candidate will be responsible for the oversight and administration of the program. The position is a full-time position and is considered permanent. The position is scheduled to commence 1 July 2012. The successful candidate must possess the completed PhD or equivalent and a strong record in teaching, research and scholarship in the field of writing, rhetoric and/or professional communication. In addition, he or she must have proven administrative and leadership skills, including overseeing a writing or communication program. Responsibilities will include teaching courses in Writing, the appointment of instructors, the development of program materials, planning, curriculum and program development, including the possible development of a new program, and the general administration of Writing (<http://www.uwo.ca/writing/>). The Director will also provide leadership in the development, coordinating and integrating technical and professional communication studies in diverse faculties across the university. Send your resume, a list of references and copies of transcripts, a writing sample, and three letters of reference, by 10 January 2012 to: Dr. David M. Brown, Director of Arts and Humanities, The University of Western Ontario, London, Ontario, Canada, N6A 3K1. For more information, visit <http://www.uwo.ca/arts/writing/>. Approval. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is open to apply; however, Canadians and permanent residents will be given priority. The University employs equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people,

## ACCOMMODATIONS

■ **EDINBURGH, SCOTLAND**— Fully furnished 3-bedroom flat for rent from January to June 2009. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chicklick/Stephen Brown (7DS) 748-1011 x7660 Trent University. Email: k.chicklick@btinternet.com or swbrown@trentu.ca

For additional information and the application process, go to <http://web.ubc.ca/okanagan/facultystaff/recruitment/tenuretrack.html>



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## FACULTY POSITIONS AVAILABLE

### Arts and Social Sciences

- Assistant Professor, College of the Humanities (*Greek and Roman Studies*)
- Assistant Professor, College of the Humanities (*Religion: Islam in the Modern World*)
- Assistant Professor, College of the Humanities (*Religion: Islam*)
- Assistant Professors (2), English (*Contemporary British Literatures; Literatures of Australia, New Zealand, and the Pacific Rim, Modernist Literature*)
- Assistant Professor, Canadian Studies (*Québec Studies*)
- Assistant Professor, Cognitive Science
- Assistant Professor, History (*Canadian History*)
- Assistant Professors (2), School for Studies in Art and Culture (*Film Studies*)
- Assistant Professor, Philosophy

### Engineering and Design

- Assistant or Associate Professor, Azrieli School of Architecture and Urbanism (*Director, Immersive Media Studio*)
- Assistant Professor, Azrieli School of Architecture and Urbanism (*Architecture*)
- Assistant Professor, Electronics (*Sustainable and Renewable Energy Engineering*)
- Assistant Professor, Mechanical and Aerospace Engineering (*Mechanical Engineering Aspects of Environmentally Responsible Energy Generation, Conversion, Utilization*)
- Assistant Professor, Systems and Computer Engineering (*Sustainable and Renewable Energy Engineering*)
- Associate Professors (2), Industrial Design

### Public Affairs

- Assistant Professor, Economics (*Financial Economics*)
- Assistant Professor, Economics (*Macroeconomics*)
- Assistant Professor, Criminology and Criminal Justice (*Law*)
- Assistant Professors (2), Journalism and Communication (*Communication*)
- Instructor, Law (*Legal Studies*)
- Associate Professor, Public Policy and Administration (*Public Policy and Management*)
- Assistant Professor, Public Policy and Administration (*Policy and Program Evaluation*)

### Science

- Assistant Professor, Mathematics and Statistics (*Applied Analysis*)
- Assistant Professor, Chemistry (*Food Science and Nutrition*)
- Assistant Professor, Physics (*Theoretical and Particle Physics*)

### Sprott School of Business

- Assistant Professor, Accounting
- Instructor, Accounting
- Assistant Professors (2), Business Management (OT) and Strategy
- Assistant Professor, Finance
- Associate Professor, Marketing
- Assistant Professor, International Business
- Assistant Professor, Operations Management/Management Science

Located in Ottawa, Ontario, Carleton University takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,200 teaching assistants, and close to 1,000 administrative staff supporting over 24,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community.

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity.

For details on faculty positions available at Carleton, please check out our website:


**[carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment)**





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